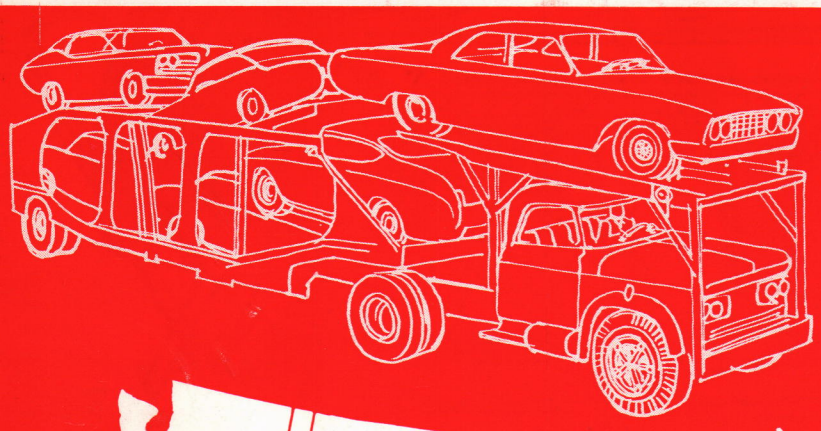
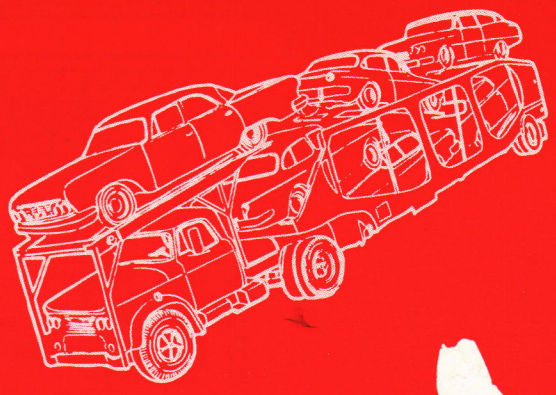
THE INTERNATIONAL
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FEBRUARY, 1968

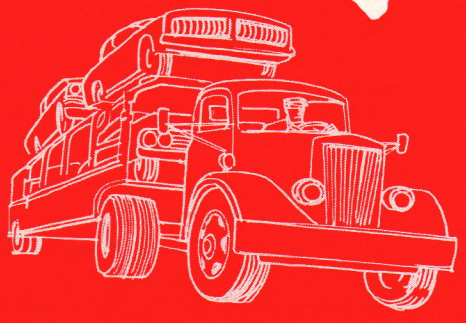






NATIONAL CAR HAULERS AGREEMENT RATIFIED





General Executive Board Holds Quarterly Meeting

. . . see page 4



LABOR'S PLACE IN HISTORY

A DIPLOMA of sorts was awarded organized labor recently when Jack Barbash, noted historian and industrial relations analyst, noted that unions—no less than corporations—have come to realize the lesson that "business-like behavior" is a requirement for survival.

Describing the transition as a "hard lesson of our times," Barbash says international unions have superseded "struggle, ideology, and hit-or-miss" operations with "rules, organization, and expertness." The result, he adds, has been relative labor relations stability along with a degree of predictability in union behavior.

Whether one agrees with all the findings of Barbash, a professor of economics at the University of Wisconsin, is immaterial. The point is that he, in effect, graduates the modern union as an organization of respectable substance—something above and beyond its oftentimes dowdy public image.

Speaking at a recent seminar, Barbash said the "discipline of collective bargaining" has been the "main force" driving unions toward what he calls a "rationalization of behavior." The discipline, he believes, lies in the "rigorously defined terms" of the bargaining process, in the "intricacy of knowledge and adroitness of mind required from its practitioners," and in the substantial problem of "the need to get by the hypercritical scrutiny of the membership and the employer."

This is no mean accomplishment. By way of proof of his view Barbash points out that union behavior was once geared mostly to "struggle for identity and recognition." Now that identity and recognition have been achieved, "unions and management have worked out for themselves if not a science then techniques of efficient grievance behavior. . . . The goal is of course to win the grievance but, it should be noted, on a live-and-let-live basis."

With the maturity of organized labor (and most management), bargaining has become "regularized" in Barbash's view with "rules of conduct and sequence of moves" that are almost routine. He observes:

"Demands are served . . . several months before the expiration of the agreement. It is commonly understood that the first demands represent only a probing operation. . . . The face-to-face negotiations take place at a neutral site. Each side is represented by a team which increasingly includes lawyers, and occasionally economists on the union side.

"There is a growing tendency for the union to present a formal submission and justification of demands. Its demands for wage increases may be supported by data on increases in the cost-of-living since the old contract was agreed to, advances in productivity, improvements in the profit position of the company and the industry, and—as tactically relevant—wage comparisons. . . . "

Barbash goes further to say that even strikes have become ritualized, and "picketing during a strike is token except in the rare instances where the employer chooses to operate the plant in earnest."

Barbash concludes: "The hard lesson of our times is that business-like behavior as a condition of survival is not only demanded of private enterprise business but that adaptation of means to goals makes business-like behavior indispensable to all large-scale organizations including unions."

The International Brotherhood of Teamsters, with more than 1,875,000 members, has probably learned this lesson better than any other union in America.

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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington, D. C. 20001

Volume No. 65, No. 2 **February, 1968**

General Executive Board Holds Quarterly Meet 4
Conducts housekeeping duties of the union

National Car Haul Agreement Ratified 6
Members vote in mail referendum

Teamster-RCAC Negotiations Resumed 7
Mediator successful in resumption of talks

Special Copper Strike Board Meets in D.C. 10
Holds 4 days of public hearing in dispute

Vice President Urges NLRB to Speed Decisions 12
Calls delay in elections company victory

A SPECIAL REPORT: On Page 14
Field of Experts
Address WCT
Workshop

A SPECIAL REPORT: On Page 23
Red Cross Outlines
"What to Do" at
Scene of Accident

The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications, 25 Louisiana Ave. N. W., Washington, D. C. 20001.

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POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018, by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, $2.50; Single Copies, 25 cents. (All orders payable in advance.)
Printed in national and informational editions.

From The FIELD

Brotherhood Results In Folder Return

When George Miller, a 20-year member of Teamster Local 17 in Denver, was breaking out a trailer late in December, he found a folder containing credit cards, licenses, etc., belonging to Bernard P. Reyman, a 15-year member of Teamster Local 202 in New York City.

Miller mailed the folder to Reyman who replied appreciatively and noted that "it drove me nuts try-to figure out where I had lost it."

After Reyman cited this example of brotherly consideration to his local union, the officers of 202 contributed to a $50 savings bond to be presented to Miller for his kindness.

Town Records Saved By Alert Dairy Driver

Jerry Quintin, a member of Teamster Local 536 in Hartford, Conn., recently received the thanks of the Avon, Conn., town council for his alertness in informing authorities of a fire in the town hall.

Quintin was driving his delivery route early in the morning when he smelled smoke and saw the town hall was aflame. Firemen arrived quickly enough to save the town records although some were damaged by smoke and water.

In a letter to Quintin, city officials commented that "if you had not acted when you did, the town would undoubtedly have suffered the loss of its irreplaceable records and files . . ."

Business Agent Named To United Fund Board

Edward J. Kantzler, a business representative of Teamster Local 247 in Detroit, Mich., recently was elected as a member of the United Fund and Community Services board of directors in Ann Arbor, Mich.

Member Ends 48 Years Of Work on One Job

Henry Schafer, a member of Teamster Local 683 in San Diego, Calif., retired recently after working for Arden Farms for 48 years.

At his retirement, Schafer was in charge of warehousing and receiving. His work at Arden Farms was his first and only job and through the years Schafer had done practically every kind of work the company had to offer.

Company officials praised the Teamster's record of loyalty and accomplishment.

Police Car Thief Nabbed by Teamster

Milk drivers seem to get in on all the early morning action around the country and Philip M. Clark, a member of Teamster Local 683 in San Diego, Calif., is no different.

Clark was driving 30 miles east of San Diego about 3 a.m. recently when he saw a San Diego police car scooting down the highway. Clark was suspicious because the vehicle was so far from its jurisdiction, and because the driver—who appeared to weigh about 120 pounds—wore civilian clothing.

Clark followed the police car into a cafe parking lot. The driver got out and, with elaborate unconcern, asked Clark for a cigaret. Clark grabbed the keys from the patrol car and while he was phoning the law, the suspect vanished.

Just as sheriff's deputies arrived, Clark saw the suspect emerging from a culvert. Armed with a tire iron, the Teamster ran over and persuaded the culprit to stay put until the officers could take him in tow.

Driver Retires With Safe Record

Wayne McFarland, a member of Teamster Local 600 in St. Louis, Mo., recently ended a 21-year career of driving over-the-road with a record of more than 2 million accident-free miles.

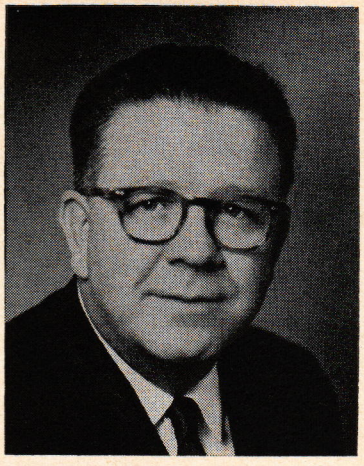
McFarland was a job steward upon his retirement, a post he had held 15 years.

Portland Local Union Starts Dental Center

Teamster Local 162 of Portland, Ore., opened its new dental center last month with Dr. Len Campbell as administrator and Dr. Ken Miller as dental director.

The same policy for dental work will prevail as in the drug department and eye clinic, according to the *Oregon Teamster*—expert service, highly trained personnel, and care at a fraction of the cost members have had to pay elsewhere.

Message of the General Vice President



Let's Talk It Over

LAST MONTH in Phoenix, I listened with interest to a number of experts in many fields at the Western Conference of Teamsters workshop, and I am convinced there is much in what they say which can be of great benefit to organized labor.

Yet, I could not help but think that we often forget what we have learned in the School of Hard Knocks—and I speak not just of our leaders, but of our rank-and-file as well.

I think particularly of the speakers who dwelt with the subject of communications at the workshop, and I remember that some 30 years ago, when this union struggled for its existence, we gathered in our union hall and had no difficulty making our individual views known.

We communicated on the subject of miserable wages and practically no conditions and fringes. The subject was simple. We knew when we had a contract we could accept, as a beginning toward our ultimate goals, and we knew clearly when a proposal was not acceptable.

Whether officers or members like it or not, the makeup of our union is changing along with the problems we face. It is no secret that union meetings are poorly attended today, and it is difficult, indeed, for a union official to communicate with an empty hall. Yet, waiting for the monthly meeting is no substitute for officers being in daily contact with the members on the job.

As we progressed from those first and early contracts, we have developed more complex agreements with grievance machinery, for example, which necessitates filing of forms and sometimes substitutes for a member going to the union office and venting his problem directly.

Often times, as I discussed last month, contracts are rejected even though recommended by the union and even though they represent the best possible settlement based on economic realities.

Our newer members are swept up in today's turbulent times, seeking security in a society beset with unrest and uncertainty. As the insurgence of unrest in other segments of society increases, it seems to hinder good judgment in our ranks and creates unnecessary problems.

What I would like to suggest here is that we accept challenges by Western Conference of Teamsters workshop speakers, and approach them with a basic knowledge which has been ours for a long time.

We know the way to approach unrest and uncertainty is to sit down and talk it over. We know our problems are best solved within our own ranks. I cannot remember over the past 30 years of one instance when one of our problems was solved by an outside agitator.

In today's world of sophistication and communication marvels, I reluctantly admit that the "walking delegate" is a term relegated to history.

But I do not admit that our rank-and-file and leadership are incapable of utilizing modern means of communication to a mutual benefit.

I do not admit the necessary complexity of our contracts need serve as a barrier to communications which we have always had.

I suggest that a return to the union hall by the rank-and-file will serve us well. I know that the leadership of our local unions, our joint councils, our area conferences, and our trade divisions is capable of an intelligent and responsible approach to communications which will promote understanding and know-how. I know this because we have the largest International Union in the world and the best contracts and this did not come about by circumstance, but because of sound approaches to our problems.

Teamsters will have a great say-so in future public policy to meet the needs of our changing society. We will do so from our well-spring of basic knowledge which we have acquired over the years in addition to consultation with experts as was done in Phoenix last month.

Frank E. Fitzsimmons

THE INTERNATIONAL Teamster
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STATE OF THE UNION

IBT General Executive Board Holds Quarterly Meeting

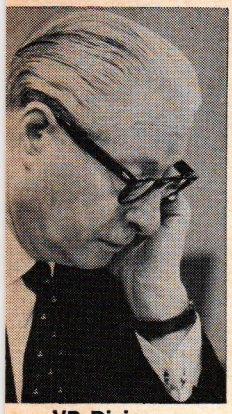
THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Phoenix, and conducted the regular housekeeping duties of the International Union.

General Vice President Frank E. Fitzsimmons and General Secretary-Treasurer John F. English gave extensive reports to board members on the activities of their respective offices.

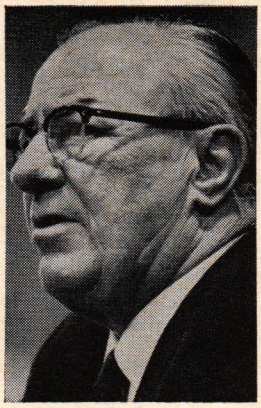
Fitzsimmons reported that the International Union has completed the last of the major contracts which are industry-wide or national in nature,

The general executive board of the International Brotherhood of Teamsters met last month in Phoenix, Arizona, in its regular quarterly session. The board heard reports from General Vice President Frank E. Fitzsimmons, General Secretary Treasurer John F. English, and from its legal and legislative departments, in addition to attending to regular housekeeping duties of the International Union.



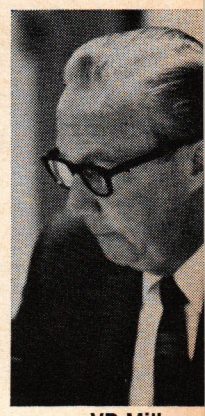

VP Diviny


VP Mohn


VP Tevis


VP Flynn


VP Mock


VP Miller

with the ratification of the Car Haul Agreement by the membership in a mail referendum.

This agreement brought to a close major negotiations which began over a year ago with the National Master Freight Agreement, followed by the New Jersey — New York General Trucking Agreement and the New England Freight Agreement.

These are pattern-setting agreements and all were accomplished without a strike, Fitzsimmons reported.

Fitzsimmons brought board members up to date on the Pan American World Airways and Braniff representation elections which are still tied up in court by action of the Brotherhood of Railway Clerks to stall this proceeding.

The General Vice President also reviewed progress to establish pension reciprocity among the various pension trusts in accordance with a resolution passed by delegates at the 1966 International Union convention.

Both Fitzsimmons and English reported on the record high membership in the International Union for the month of November, 1967, and were high in their praise of officers and members who are instrumental in the organizing efforts of the International Union.

The board members approved an affiliation with the International Union by the International Bakery and Confectionery Workers' Union of America.

The agreement was entered into to foster joint efforts and mutual assistance in those areas of organizing and contract negotiations where both unions have a mutual interest.

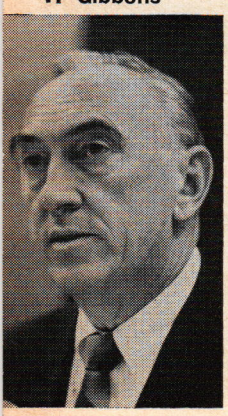
Other proposals for mutual assistance pacts and no-raid agreements with other unions received considerable discussion by the general executive board and will be consummated when mutually agreed to by the Teamsters and other unions involved.

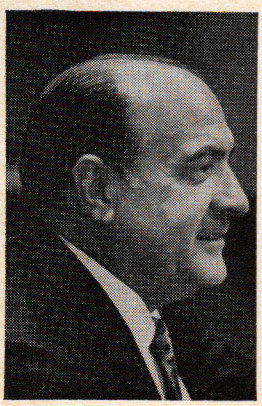
The board also approved a Western Conference of Teamsters airline charter, for the consolidation of administration and contract servicing for those members in airline jurisdiction on the West Coast.

Board members approved a program with the University of Wisconsin designed to encourage the process of mediation in labor disputes.

Vice President Ray Schoessling gave


Teamster General Vice President Frank E. Fitzsimmons and General Secretary Treasurer John F. English discuss membership figures at general executive board session last month in Phoenix.


VP Gibbons


VP Trerotola


VP Calabrese


VP Holmes


VP Schoessling


VP Presser

a report to the general executive board on activities in the Teamster Brewery and Soft Drink Division, which will be the subject of the division's meeting in Miami the first week in February.

Reports from the International Union legal and legislative departments were also heard by the Board.

Members of the general executive board were in attendance at sessions of the Western Conference of Teamsters workshop, which preceded the general executive board meeting.

In his report, Teamster General Counsel David Previant reported on decisions of the courts and government agencies which affect the union and its membership.

He reviewed a U. S. Supreme Court decision which declared in NLRB vs. Fleetwood that reinstatement rights of economic strikers were not lost because of unavailability of jobs at the time of initial application.

Previant reported on Nash vs. Florida Industrial Commission in which the Supreme Court ruled that a state cannot deny unemployment benefits to a person on the theory that because he has filed an unfair labor practice charge against his employer, his unemployment is because of a labor dispute.

The Labor Counsel also reported on the Supreme Court decision which ruled that a union may employ a lawyer on a salary basis to prosecute members' workmen's compensation claims.

Also reported was a decision of the Wisconsin Supreme Court which ruled that a union is entitled to court enforcement of a fine imposed on a union member for returning to work during a strike.

Unit Upheld

Previant reviewed for the general executive board an NLRB reaffirmation of its earlier finding that the employer unlawfully refused to bargain with Local 652 after it had won an election in a unit composed of truck drivers, mechanics, and loaders as well as production and maintenance employees. The board found that there was sufficient "community of interest" to sustain the unit for which the union filed.

The report of Legislative Counsel Carlos Moore reviewed the magnitude of anti-labor legislation pending in the Congress, and stressed the need for political and legislative action by the membership to combat the anti-labor trend on the legislative front.

Agreement Reached

Members Okay Car Haul Contract By National Mail Referendum

MEMBERS covered under the National Car Haulers Agreement have ratified a new contract by a substantial majority in a mail referendum vote recently completed in Washington, D.C.

Ratification of the Car Haul Agreement brings to a close a series of major negotiations in the Teamsters which began over a year ago with the National Master Freight Agreement.

Following that, the International Union completed the New Jersey—New York General Trucking Agreement and then the New England Freight Agreement.

Pattern Setters

All are pattern setting agreements in Teamster jurisdiction.

Involving more than 600,000 members, these master contracts were completed without a work stoppage, with the exception of a 2-day lockout by employers during the National Master Freight negotiations.

The car haul contract was the subject of two votes. A first mail referendum was narrowly rejected by the members involved.

Another Session

Teamster General Vice President Frank E. Fitzsimmons ordered a renewal of negotiations following the first vote which he deemed "inconclusive," when less than 60 per cent of those involved returned their mail ballots.

After another session with employers, the second mail referendum was begun.

The 17,000 members involved are engaged in the movement of new automobiles, trucks, and farm equipment from assembly lines to dealers.

Frank E. Dugan, dean of the law school at Georgetown University served as impartial supervisor of the vote count.

Watching the tally of votes in the recent mail referendum in connection with the National Car Haulers Agreement (standing, left to right) are Frank E. Dugan, dean of the law school at Georgetown University, and Walter Shea, administrative assistant to General Vice President Frank E. Fitzsimmons. Dugan served as impartial supervisor during the count of the ballots, in which 17,000 members covered under the agreement voted by a substantial majority to ratify the contract.



Stewards and Retirees Banquet



Teamster General Vice President Frank E. Fitzsimmons told more than 1600 Local 299 stewards and retirees at the local union's Annual Stewards and Retirees Banquet last month in Detroit that a revival of the militancy upon which Local 299 was built is needed today. Fitzsimmons declared that such militancy is responsible for the fact that there are now over 1,000 pensioners in Local 299 and 24,000 in the Central Conference of Teamsters who are drawing something like $3½ million monthly. He declared that the pension, and health and welfare benefits for the members "were pioneered right here in Detroit."

2,000 Teamsters

RCAC Lockout - Strike Continues As Negotiations Resume in NYC

Some 2,000 members of Teamster Locals 9 in San Francisco and 10 in New York City remained off the job as January came to a close while contract negotiations resumed under a mediator's eye in a lockout-strike that began at RCA Communications last December 1st.



Joining with members of Teamster Local 10 on the RCA Communications picket line in New York City were (right to left): New York City Councilman Paul O'Dwyer, and New York State Assemblymen Charles Rangel and Seymour Posner.

The telegraph workers, organized as part of the Communications Trade Division of the International Brotherhood of Teamsters in 1966, began negotiations with RCAC last October 19th under the leadership of Joseph P. Selly, president, and William Bender, secretary-treasurer.

Nearly a score of negotiating sessions were held before the current contract expired last November 30th. While near-agreement was the case in the matter of wages, the Teamsters and RCAC were still far apart on pension program improvements desired by the union, and the company's desire for special job classifications that would undermine existing working conditions.

Table talks ended at 2 a.m., December 1st. Six hours later, company supervisors placed themselves at all plant entrances and refused to admit the day shift.

Teamsters working on the overnight shift, aware of what was happening, refused to leave their positions so as to prevent supervisory employees taking over their tasks.

By noon, the New York City police department was on the scene in the form of a deputy chief inspector who tried unsuccessfully to get the sit-downers to leave. After a conference with the company's president and Selly, the latter talked with the Teamsters. About half the workers left voluntarily, the other half agreed to submit to arrest without incident and 110 workers were booked on misdemeanor charges of trespass. Charges against 46, including Selly, were later dropped. Meanwhile, picket lines were set up.

Within a week after the lockout-strike got underway, the company applied for an injunction to restrict picket lines to the main office in New York City. While RCAC claimed violence, the chief judge of the New York City criminal courts denied the injunction.

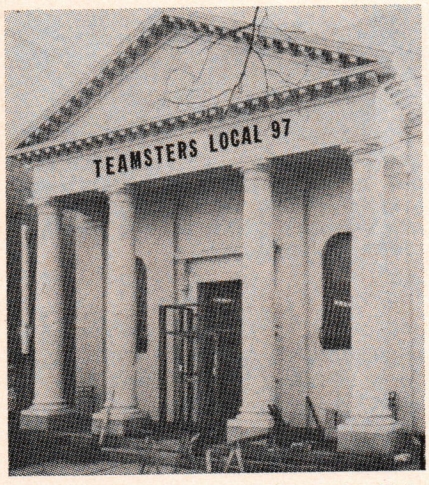
Through the remainder of December, another dozen negotiating sessions were held under the auspices of state and federal mediators, but the company's position remained the same on all basic issues. The situation was deadlocked as the new year came in.

IBT Vice President Joseph Trerotola, president of Teamster Joint Council 16 in New York City, intervened and by the second week of January succeeded in getting Vincent McDonnell, director of the New York State Mediation Board, in calling the parties back together for a resumption in negotiations.

Fast-Growing

Newark Local Union Moves To Spacious Headquarters

Teamster Local 97, the second largest Teamster local union in New Jersey, recently moved into a newly renovated and spacious building in Newark.



Teamster Local 97 of Newark, N.J., recently moved its headquarters into this stately, renovated building purchased by the local union to meet the needs of a fast-growing membership.

The 1-story concrete building, with large colonial columns in front, was purchased from a building and loan association. The first step was to place large gold letters on the front reading, "Teamsters Local 97."

Joseph G. Biancardi and E. Henry Garrod, president and secretary-treasurer respectively of the local union, said the structure has plenty of office space, including a general reception room, a large secretarial room, spacious rooms for business representatives, a large conference room and an executive room.

Biancardi described the new headquarters as "only a beginning in an effort for new vigor and efficiency in all our operations." Garrod added that the local union now expects to "make greater strides in organizational work from now on."

Local 97, composed of industrial and allied workers, has been one of New Jersey's fastest growing unions since its chartering in 1959.

It was formed to succeed the old Local 50 of the jewelry workers and at that time represented about 40 plants with 2,400 members. Now the local represents some 8,000 members employed in 115 shops in addition to many maintenance companies with another 4,000 workers.

Local Receives Plaque

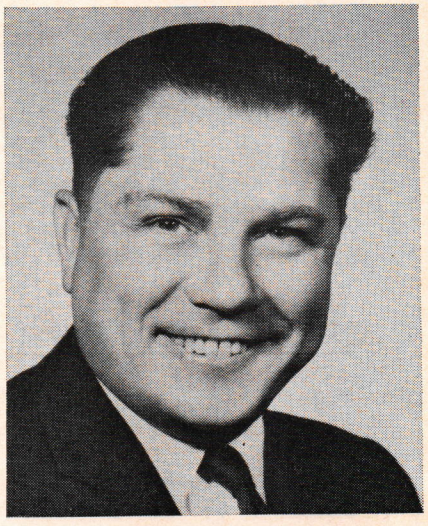
Teamster Local 727 of Chicago, which recently donated $2,500 to the Chicago USO, received an award in turn from the organization. Shown at the presentation ceremony are (left to right): James E. Coli, Local 727 secretary-treasurer; International Vice President Ray Schoessling, also president of Teamster Joint Council 25 in Chicago; John A. Ball, Local 727 president, and Arthur W. Gustafson, executive director of the Chicago USO.



Hoffa's Speech A Spellbinder

(EDITOR'S NOTE: The following is an excerpt from the Friday Flyer, Lewisburg, Pennsylvania.)

"The last couple meetings (of the debating society) have been real lively and interesting. Last Sunday night, Tom Falkenburg and Gary Kempson debated George Myers and Richard Shocker in a close match. The debate topic was: Resolved, The U.S. Should Invade North Vietnam.



Gen. President Hoffa

"The real highlight of the night came when Jimmy Hoffa held everyone spellbound for 45 minutes with an extemporaneous talk about Poverty, Automation, Cybernetics, and the absolute need for a Guaranteed Income.

"His talk showed the need now, the need in 1970, and what he feels will happen in the year 2,000 if we don't get with it."

• Soap Victory

Some 35 employees of New Florida, Inc., manufacturer of soap products in Jacksonville, Fla., voted overwhelmingly for representation by Teamster Local 512 in a recent National Labor Relations Board election.

Herbert A. Mullaly, secretary-treasurer of Local 512, said the ballot count was 24 to 5 in favor of the Teamsters. The new bargaining unit includes truck drivers, barrel washers, meat pressmen, cookers, formula men, welders, unloaders, and laborers.

Automobile Insurance Negotiated

Some 40 members of Teamster Local 986 in Los Angeles, Calif., added personal auto insurance as a new fringe benefit in their agreement with Freund's Bakery in Glendale, Calif.

M. E. Anderson, secretary-treasurer of Local 986, said that under the agreement the company pays $20 a month per employee into a car insurance fund which will be used to compensate the carrier for the premiums. Should a worker leave the bakery, he retains the right to pay on his own the $20 monthly premium and thus retain his auto protection for the remainder of the year.

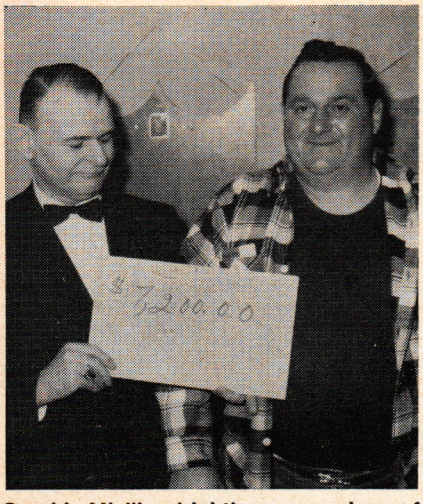
Anderson said that while it took about 6 months of negotiating to work out the complexities in the program, that it nevertheless should prove to be most beneficial. He said studies showed that nearly a fourth of Freund's workers had no car insurance "and they now have the protection so afforded by the contract."

Council Officers Reelected



All 7 officers of the executive board of Teamster Joint Council 25 in Chicago, Ill., were reelected without opposition recently. Smiling as they look at the unanimous ballot are (left to right): Seated—Daniel J. Colucio, vice president; Ray Schoessling, president and also an International vice president; John F. Ryan, secretary-treasurer; Standing—Howard A. Floyd and Louis F. Peick, trustees; Larry Monahan, recording secretary, and John E. Mahoney, trustee.

$7,200 Backpay



Gerald Miville (right), a member of Teamster Local 340 in Portland, Me., is all smiles as he and David Hastings, president of the local union, hold a sign indicating the amount of backpay Miville received as a result of an unfair labor practices charge processed against Sam Gass Inc., of Augusta, Me., for whom Miville works as a driver. Miville was fired for his activity on behalf of Local 340 in an organizing campaign. The company is now under contract.

'Get Me To the Poll On Time'

In a decision based on a rare combination of circumstances, a regional National Labor Relations Board official ruled recently that a traffic jam and an ill-timed clock were sufficient reason to set aside a unanimous representation vote for Teamster Local 379 of Boston, Mass.

The election, in a 4-man truckers' unit at Suffolk Services, Inc., in Chelsea, Mass., was voided after the employer's objection that the outcome was not representative. Only one ballot was cast.

The NLRB official concluded that the findings showed 2 of the eligible employees who did not vote arrived approximately 2 to 3 minutes after the close of the election. The third arrived about 10 minutes after the close of the election. All eligible employees read the notice of election and all wanted to vote. Unexpectedly heavy traffic in 2 instances and, in 1 case, a wrong clock in a restaurant, caused the lateness according to the workers.

In past cases, the Board has held that the question of "what constitutes a representative vote depends on the circumstances in each case." In this case, the circumstances indicated a representative number did not vote and the company's objection was found "meritorious."

A second election was ordered by the Board.

● Ekco Contract

Teamster Local 808 of New York City recently negotiated a contract including substantial wage increases for 20 workers at the Ekco Co., in Brooklyn.

John Mahoney, secretary-treasurer of Local 808, said the agreement also provided for pensions and health and welfare. The new bargaining unit was organized last October.

Mahoney said 31 newly-organized employees of Luxury Quilting Co., in Brooklyn also have a new contract with a hefty wage increase, welfare plan, and added holidays and vacation time.

Special Copper Strike Board Holds Public Hearings in D.C.

PUBLIC hearings by the Administration's special copper-strike board were being held at Washington, D.C., in late January as *The International Teamster* went to press.

Named as fact-finders by Labor Secretary W. Willard Wirtz and Commerce Secretary Alexander Trowbridge to study the 7-month nationwide copper strike of 60,000 workers —including Teamsters—against an industry reluctant to negotiate settlements with a common expiration date were:

—George W. Taylor, a University of Pennsylvania professor.

—Msgr. George Higgins of the National Catholic Welfare Conference.

—George Reedy, former White House press secretary and now president of a research organization.

The board planned 4 days of public hearings with union and management representatives to be allotted 2 hours of testimony each day. The hearing notice specifically asked the parties to discuss the companywide bargaining issue.

The representatives also were asked to suggest procedural steps that might speed up a settlement of the strike involving a coalition of 26 unions led by the United Steelworkers of America at 64 properties of 11 companies in 23 states.

The board asked to hear from the copper industry's "Big Four"—Phelps Dodge Corp., Kennecott Copper Corp., Anaconda Co., and American Smelting & Refining Co. Together they have made only one contract offer and have taken an adamant stand that mocks the collective bargaining process. The strike began last July 15th.

With a large amount of capital invested in foreign copper production, the industry has stiffened its opposition to the combined union proposals while still making huge profits selling imported copper from its foreign facilities at an inflated price.

The fact-finding board was established after the Administration let it be known that it would not invoke the Taft-Hartley Act to send the strikers back to work for an 80-day cooling off period.

Earlier, Sen. Mike Mansfield, Senate Majority Leader, and Sen. Lee Metcalf —both of Montana—had urged creation of a board composed of 2 members from the unions, 2 from companies, and 3 public members. The unions agreed to this proposal.

"Unfortunately," said Mansfield later when he urged establishment of the Presidential board, "the companies could not see their way to compliance with the suggestion."

During this period, congressmen friendly to the copper companies were striving hard to get Taft-Hartley enacted. Rep. John J. Rhodes, Arizona Democrat, claimed the nation's security was threatened. Rep. Glenn R. Davis, Wisconsin Republican, claimed invoking of T-H was needed because

Kennecott Copper Corp., received a blast from Utah Attorney General Phil L. Hansen recently as he called for a study of a minerals severance tax for the state.

Stating that Utah should not allow natural resources such as copper to be tapped without collecting severance benefits from such depletion, Hansen noted that Kennecott takes $50 million to $100 million profits a year out of Utah and sends them back to Wall Street.

Referring to Kennecott's Christmas Eve proposal to its striking workers to quit if they were unhappy about wages and conditions, Hansen called the company a "financially selfish giant."

He added: "It sends a chill down my spine that Kennecott has the arrogance, the cruelty, and the selfishness" to send out resignation blanks to its employees.

Allegheny Election Schedule

The National Mediation Board has scheduled a February election for 1,200 clerical workers and passenger service employees of Allegheny Airlines following a petition for a representation ballot by the Airline Division of the International Brotherhood of Teamsters.

Nearly 60 per cent of the Allegheny workers, presently unorganized, signed authorization cards for Teamster organizers. Allegheny, which serves some 47 cities in 11 northeastern states and Canada, is the largest among the nation's 13 regional carriers.

Allegheny is planning to merge with Lake Central Airlines in the spring of this year.

Seven Retirees

These 7 members of Teamster Local 791 in Rochester, N.Y., are shown after receiving their first retirement checks following a total of 202 years of work as bakery drivers (left to right): Sitting—Sol Strauss, Raymond Kaiser, and Paul Uber; Standing—Paul Simon, Robert Collins, Richard Starken and Fred Collins. They chose early retirement when the company they worked for closed its operation.



of the critical balance of payments situation.

But the Administration ignored the pressure and the Wirtz-Trowbridge panel was set up.

In the weeks prior to the public hearings, the copper barons stepped up their campaign to knock the strikers to their knees. Kennecott seemed to lead the parade with a callous Christmas Eve proposal to 7,000 striking employees that if they felt "things are so bad at Kennecott, perhaps your resignation is in order."

This bald threat was made even as Kennecott was trying to get a multi-million-dollar subsidy from the government in a program to use nuclear explosives to get at low-grade copper ore.

USW Vice President Joseph P. Molony, in a letter to the Atomic Energy Commission, said that if the government handed over to Kennecott the requested funds that such action would make "the government a partner in profit with a firm which so far has acted in a manner to indicate it would not care about sharing the benefits of the project with its workers or the public who will underwrite it."

When the International Brotherhood of Teamsters granted $25,000 to a copper worker strike fund recently, General Vice President Frank E. Fitzsimmons commented that the Teamsters Union subscribed "to the fight necessary to beat back this blatant attempt by copper industrialists to establish jungle rules in its dealings with its workers."

Fitzsimmons noted that the copper giants were ignoring the law of the land which requires them to bargain in good faith with their employees.

"Backed by the accumulation of untold wealth," he said, "these industrial giants have taken the attitude that the worker is only a pawn to be moved at will by management with no say-so as to his wages, hours and working conditions."

Ordained



Stanley M. Tomko, member of Teamster Local 866, Passaic, N.J., has been ordained a priest by the Rt. Rev. Alfred L. Banyard of the Episcopal Diocese of N.J. Rev. Tomko was ordained a Deacon in 1962. Upon becoming a priest late last year, Rev. Tomko was assigned as the Vicar and Priest of Grace Episcopal Church, located in Elizabeth. The parish is one of the oldest in N.J., dating back to 1845. Vestments worn by Rev. Tomko were hand sewn by his wife Constance.

● Warehousemen

Warehousemen employed by Pratt & Lambert, Inc., a paint warehouse in Long Island City, N.Y., voted unanimously for representation by Teamster Local 807 in a recent National Labor Relations Board election, according to Harry J. Thompson, secretary-treasurer of the local union.

● Ready-Mix

Most of the 8 drivers, mechanics and yardmen employed by Martin Building Material Co., Inc., a ready-mix concrete company in Alexandria, La., recently voted for representation by Teamster Local 568 of Shreveport, La., in a National Labor Relations Board election, according to William M. Hays, secretary-treasurer of the local union.

● In Chicago

Eighty-five percent of the employees of South Shore Waste Material Co., a used clothing firm in Chicago, Ill., favored Teamster Local 743 over the United Transport Service AFL-CIO in a recent National Labor Relations Board representation election, according to Harry Peters, a business representative for Local 743.

● Petroleum

Nine attendants at the Humble Oil and Refining Co., in Hempstead, N.Y., voted unanimously for representation by Teamster Local 808 in a recent National Labor Relations Board election, according to John Mahoney, secretary-terasurer of the local union.

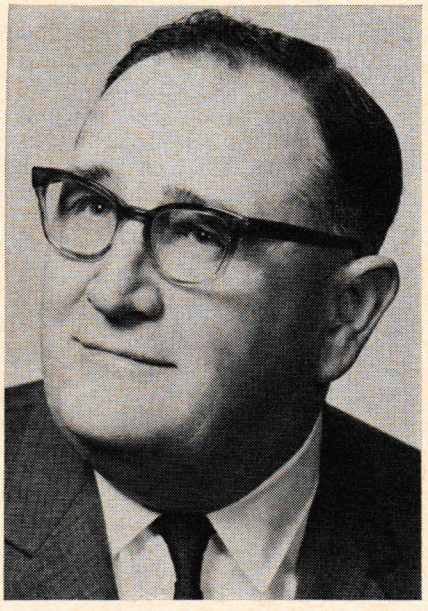
● Chicago Win

A majority of the warehousemen employed by Salerno Megowen Biscuit Co., in Niles, Ill., recently voted for representation by Teamster Local 734 in Chicago, Ill., in a National Labor Relations Board election.

Robert N. Meidel, secretary-treasurer of Local 734, said the new bargaining unit includes all wrappers, loaders, shippers and checkers in the warehouse.

He added that "the benefits the Salerno drivers have enjoyed for years as Teamster members did much to interest the inside workers in membership in Local 734."

Retires



Alvin H. Novak, secretary-treasurer of Teamster Local 619 in Manitowoc, Wis., retired recently after serving in the job 24 years. Among Novak's Teamster posts through the years have been service as a trustee of the former Wisconsin Conference of Teamsters, secretary-treasurer of the Manitowoc Central Labor Council and the Manitowoc Building Trades Council, and as an officer with the former Teamsters Fox River Valley and Lake Shore District Council 60. Novak has also been active in civic affairs, including a post on the Manitowoc Civil Defense Board, and was instrumental in helping to set up recreation programs for high school students.

Delay Hit

Vice President Flynn Urges NLRB to Speed Up Rulings

INTERNATIONAL Union Vice President Thomas E. Flynn, Director of the Eastern Conference of Teamsters, has protested to the National Labor Relations Board the delay which workers experience when seeking union representation.

In a letter to Ogden W. Fields, NLRB executive secretary, Flynn said:

"You and the board know that the greatest enemy employees and unions have in gaining their rights under the Act (Taft-Hartley) is DELAY. Unfortunately, we have two recent examples in which delay is directly attributable to the Board (NLRB) itself, and they have greatly hindered our efforts and probably deprived the employees involved of their rights.

"In the case of Capital Bakers, Inc., . . . the decision of the Board was issued on December 14, 1967, almost two years after the petition was filed.

"In the case of Owens-Corning Fiberglass Corp., an election was held on August 15, 1967, and the Teamsters received a plurality of the votes in a contest with another union. Delaying objections were filed. The Regional Director's Report, which was issued on September 15, 1967, recommended dismissal.

"The Board did not order the run-off election until November 15, 1967. The company then filed a motion raising one issue. It contended it had hired 600 new employees, raising its employment from 1100 to 1700, and that therefore the original eligibility list should not be used, but a new one should be established.

"The Board did not rule on this motion until January 10, 1968, and the decision was not received until January 15, 1968.

"The new eligibility date will be sometime in the future when the Regional Director orders a run-off election.

"This decision is a victory for the company, but I assure you that it does nothing to encourage collective bargaining in Aiken, S.C., and it gives the employees every reason to believe that this violently anti-union employer can do anything he pleases.

"I bring the above information to your attention in the hope that such wrongs may not be repeated in the future. The Teamsters participate in approximately 28 per cent of all Board litigation, and our experience is that the most important thing the Board can do is enforce the Act is to decide each case, especially representation cases, as expeditiously as possible," Flynn concluded in his letter.



Thomas E. Flynn

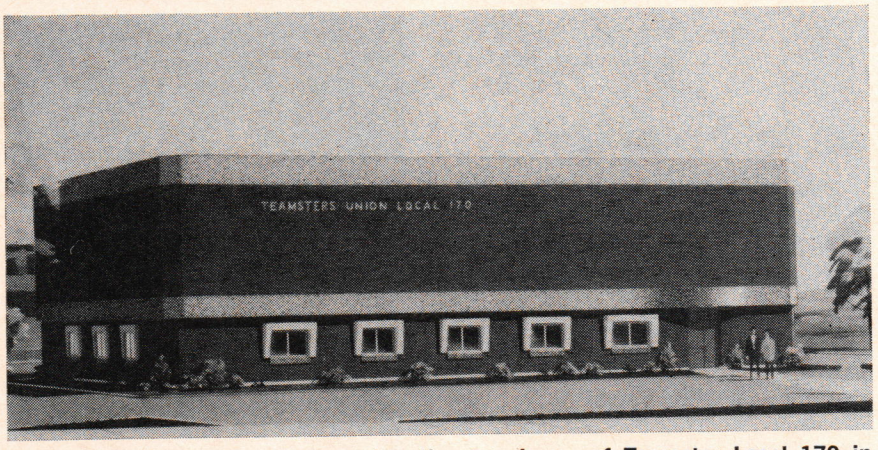
• LI Contract

Teamster Local 808 of New York City recently negotiated a new contract for its members employed in the marine department of the Long Island Railroad, providing for substantial wage increases over a 33-month period.

John Mahoney, secretary-treasurer of Local 808, said the agreement also added a holiday, an extra week vacation, and expanded the health and welfare program.

Mahoney credited George Brody, a representative of the Eastern Conference of Teamsters, with an assist in getting the settlement.

New Local Headquarters



This architect's drawing shows what the new home of Teamster Local 170 in Worcester, Mass., will look like when its finished. John W. Davis, secretary-treasurer of the local union, said the 2-story building now under construction will cost approximately $257,000. The local union, largest in central Massachusetts, has some 4,500 members.

White Collar Workers Vote For Teamsters

Teamsters Union affiliates dominated white collar organizing in the first 3 quarters of 1967, according to National Labor Relations Board statistics.

Teamster local unions captured 39 per cent of all the white collar election victories—180 of 466—and the number of workers designating the Teamsters as their bargaining agent was 3,815—some 31 per cent of all the 12,500 white collar workers voting for union representation in all such elections.

Pension Plan Added

Republic Electronics Workers Ratify New 3-Year Agreement



Happy after the conclusion of negotiations on a new contract are the 12-member employee negotiating committee and representatives of Teamster Local 918 and Republic Electronics Industries Corp. Shaking hands are J. P. Taylor (left), executive vice president of the company, and Jack Fecter, president of the local union.

Some 350 members of Teamster Local 918, employed by Republic Electronic Industries Corp., in Huntington, Long Island, N.Y., recently ratified a new 3-year contract guaranteeing them substantial wage gains and other benefits.

Jack Fecter, president of the Brooklyn-based local union, said the agreement provides for 2 additional floating holidays, increased welfare fund contributions by the employer, and the introduction of Local 918's pension plan paid for by the company.

Other contract language includes increased premium pay for overtime work, paid vacation schedule improvements, higher minimum hiring rates, and an improved tuition refund program.

An employee negotiating committee consisting of 12 members participated in the contract talks which lasted 5 weeks. During the final stages of the negotiating, the Federal Mediation and Conciliation Service was involved.

International Teamsters
c/o Tom Fagan
President
Local 249

Dear Sirs and Brothers:

I have retired on account of disability, after being a driver for over 45 years. I can't express my thanks enough for the pension which I am getting. I owe all this to my local union and the International Brotherhood of Teamsters which negotiated my pension plan.

My sincere appreciation to all of you.

Fraternally,
August A. Bondi

• Purex Pact

Teamster Local 618 of St. Louis, Mo., has negotiated a contract providing substantial wage increases for some 275 production and maintenance workers at Purex Corporation.

Edwin Dorsey, Local 618 secretary-treasurer, said the agreement also provides for bringing the workers under the Central States Pension Plan in the third year of the contract.

Vacations were improved and an additional holiday was added in the settlement. The Purex workers, dissatisfied with representation by the Chemical Workers Union, went Teamster last August.

Optical Workers Go Teamsters

Employees of The Walman Optical Co., Inc., a wholesaler of products in Billings, Mont., recently voted unanimously for representation by Teamster Local 190 in a National Labor Relations Board election.

Ralph Young, business representative for Local 190, said the new bargaining unit includes benchmen, surface grinders, and contact lens men.

Helping Hand

Teamster Local 735 of the United Paper and Allied Workers Division recently came to the aid of members of a sister local—UPAW 16—with a $5,000 contribution for strikers at the Fitchburg Paper Co., in Fitchburg, Mass. Shown transferring the check are (left to right): Art Hebert, Local 16 recording secretary; Paul Nadeau, Local 16 vice president; John Dupill, Local 16 president; Dick Guertin, Local 16 secretary-treasurer; Bruno DeCicco, Local 735 trustee, and Phil Wise, Local 735 committeeman.



At Workshop

Fitzsimmons Places Stress on Communication with Membership



Teamster General Vice President Frank E. Fitzsimmons told delegates to the WCT workshop in Phoenix last month that the future of the International Brotherhood of Teamsters will be mixed with old-fashion communication with members and servicing contracts and new ideas and programs to meet the challenge of a changing membership in a changing world.

Teamster General Vice President Frank E. Fitzsimmons told delegates to the Western Conference of Teamsters workshop in Phoenix, last month, that the great need among the leadership of the Teamsters is for a continuing and intelligent communication with the membership.

Fitzsimmons declared that today's membership is not the membership "we represented when this great International Union had its beginnings.

"Today's union member is interested in maintaining standards which he enjoys. And an unfortunate part of today's situation is that many young members believe that simply by belonging to a union these standards will be maintained.

"Many are not interested in the where and the how or why these standards came about, but are mainly interested in what they will need tomorrow," Fitzsimmons said.

"That almost automatically determines what is needed in labor union leadership today—a continuing and intelligent approach to communication with the membership," the Teamster General Vice President said.

Pointing to the unrest and uncertainty which Teamsters detect among the rank-and-file, Fitzsimmons said the unrest stems from many sources:

1. Many young workers have grown up in a period of affluence and never experienced a strike of any duration.

2. A 'never satisfied segment' of membership is egged on by outside influence.

3. The current disillusionment of youth in other areas of activity which has flooded over into the labor movement.

4. Outside agitators who have no regard for the rank-and-file membership, but have as their objective the destruction of the Teamster movement.

Fitzsimmons cited a recent study of the Federal Mediation and Conciliation Service to back up his analysis of today's unrest and uncertainty and the rejection of contracts by the membership which have been recommended by leadership.

The solution of today's problems, Fitzsimmons said, is not too fancy or too complicated, but goes back to a basic trade union principle of "everyday enforcement of our agreements to the letter of the contract. This means diligent, constant, and good faith servicing of the contracts under which our membership works."

Turning to the problems facing organized labor in the upcoming Presidential campaign, Fitzsimmons declared that the International Union would make an endorsement only after much study of the endorsement as it relates to the needs and desires of the members the union represents.

"We will make an endorsement after serious deliberation, according to the needs of the people we represent. But I assure you that the International Brotherhood of Teamsters is not handing a blank check to any one person or party," Fitzsimmons said.

Declaring that the great conversation today is on the subject of Vietnam, Fitzsimmons said it is his personal opinion that "we should do everything in our power to support our boys in Vietnam," and he pointed out that many of the front-line soldiers come from the homes of Teamster members.

Fitzsimmons spoke proudly of the all-time high in Teamster membership reached last November, and said it came about because the Union and its representatives are the first to recognize and understand the needs of the members and the unorganized seeking labor union affiliation.

He declared that in the future, "the International Brotherhood of Teamsters will turn to even higher goals as new needs make themselves known and new programs are devised, and he promised that the lines of communications—through membership meetings and Teamster publications—will be kept open to keep the membership abreast of new developments.

General Vice President Fitzsimmons was high in his praise for the Western Conference of Teamsters workshop. He praised Conference Director Einar Mohn and his staff for the caliber of program which they had presented to the delegates and said:

"It is the kind of program which will help equip Teamster officials to meet the new challenges of a changing membership in a changing world."



Einar O. Mohn, International Union vice president and director of the Western Conference of Teamsters is shown as he conducted the Western Conference workshop in Phoenix last month. The workshop featured speakers who are experts in economics, communications, labor-management relations, health care, and addresses by Teamster General Vice President Frank E. Fitzsimmons, International Association of Machinist's President P. L. Siemiller, and Teamster General-Secretary Treasurer John F. English.

Western Conference Workshop Features Field of Experts

Machinist's President

Siemiller Calls for Unity As Labor Faces Campaign

P. L. Siemiller, president of the International Association of Machinists, urged organized labor to "hang together or hang separately," as it approaches the Presidential campaign, in an address to delegates of the Western Conference Workshop in Phoenix, last month.

He said:

"Today, the need of the labor movement to hang together to avoid being hung separately is critical. This year of 1968—with the election that confronts us—is truly a year of crisis—for organized labor."

Legislation

"If we let our members get sidetracked by other issues— including race prejudice and the war in Vietnam —and if as a result conservative anti-labor forces take over the Presidency, the Senate and the House, we can expect legislation which will destroy the American labor movement as we know it," Siemiller declared.



P. L. Siemiller

He said we can expect:

1. Legislation prohibiting industry-wide bargaining.

2. Federal open shop called a national 'right-to-work' bill.

3. Abolishment of the NLRB replaced by labor courts whose members would be approved by the Senate Judiciary Committee now under the domination of Dixiecrat-GOP leadership.

4. Legislation to outlaw multi-union bargaining.

5. A law prohibiting unions from engaging in any kind of political action.

"I am here to say to you that we cannot let this happen.

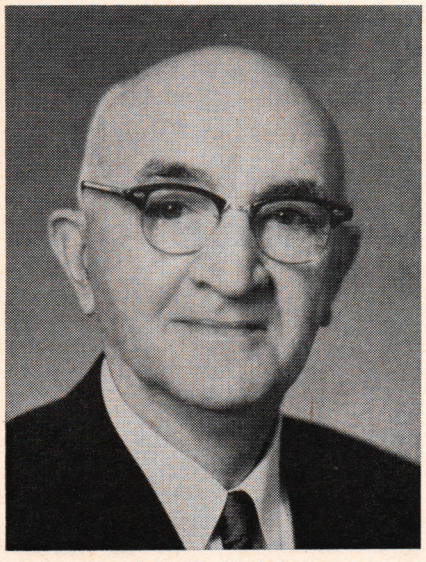
"We must not let it happen. The time has come to forget the disputes of the past, to put away the petty jurisdictional squabbles of the present, and lay a foundation for true trade union cooperation—and political progress—in the future," Siemiller concluded.

He called the formal agreement between the IAM and the Western Conference of Teamsters "only a beginning that I hope will lead to a broader, deeper and more lasting arrangement between two organizations that have far more in common that in opposition." He continued that "in many localities throughout the country our staff works closely with your staff on problems of mutual interest and concern."

Guest Speaker

English Tells WCT Delegates 'Stick to Proven Principles'

Teamster General Secretary-Treasurer John F. English told delegates to the Western Conference of Teamsters workshop in Phoenix, last month, that the need today is to stand up for the principles upon which "this great organization was built."



John F. English

Speaking on a platform decorated with experts in the field of economics, health care, labor-management relations, communications and government policies, English drew on his experience of over a half a century as a Teamster to add balance to the remarks of the workshop.

While speaker after speaker voiced new challenges for collective bargaining, English reminded delegates that the present level of excellence in collective bargaining had humble beginnings which should not be forgotten.

He traced the financial development of the organization from the days when there were no strike benefits, when there wasn't even money to pay expenses, to today's solvency where expenses are met quickly and members have strike benefits to back up a legitimate dispute.

The Teamster General Secretary-Treasurer told delegates that the organization is the largest organization in the labor movement and "we got there on solid principles of trade unionism which should not be forgotten."

Delegates rose in conclusion of his remarks as if to attest the introductory remarks of Einar Mohn who said "John English is Mr. Teamster."

Walter Heller

'Country Does Not Need War To Keep Economy Healthy'

Two of the United States' foremost economists, addressing the Western Conference of Teamsters workshop in Phoenix, last month, although expressing somewhat divergent views, found themselves in general agreement on several of the most important issues facing Americans.

Both Walter Heller and Leon Keyserling agreed that the U.S. can both wage war in Vietnam and war on poverty at home.

Heller also proclaimed we do not need the war to keep the economy going, that we have the instruments for a healthy economy in peacetime.

Relating the proposed Administration sur-tax to both the present and the post-war period, Heller declared that the sur-tax is needed now to fight the dangers of inflation. Citing from a wealth of economic statistics, he declared that present growth in the Gross National Product results in from $10 to $12 million dollars new revenue for the government annually.

He said that organized labor should



Walter Heller

be united with a forceful argument on how the dividends of the $10 and $12 increased revenue to government from ordinary growth of the economy should be spent.

If the sur-tax is passed now, he said, it will be possible after the war to cut taxes. But, he gives the sur-tax only a 50-50 chance of passage, saying "it depends upon one man—Congressman Wilbur Mills.

On the general subject of the domestic economy, Heller declares that we can expect recessions in the future, but they will be "shorter in duration" he said. He ruled out any recurrence of a 1930's type depression because of what he called the era of 'new economics.'

The difference will be in how high the GOP will set its sights on how much joblessness, for example, the GOP will consider tolerable. He declared that the choice between the parties is how they will "carve up the mellon,"—working for economic growth just for growth's sake, or working to put economic growth to work for the social welfare of the nation.

He declared that we need full employment now and reasonable price stability. He offered as a solution increased productivity and paying higher wages out of the growth in productivity.

Heller ruled out definitely direct wage-price controls, calling it the least desirable approach to inflation—outside of the advent of all-out war in Asia.

He hinted strongly that the now-shelved wage-price guide lines will again be proposed by government in one form or another to fight inflation.

Leon Keyserling

'Labor Must Be Politically Active To Participate in National Policy'

Leon H. Keyserling declared to delegates to the Western Conference workshop that there are many unsolved problems in the United States which need meeting "resolutely."

Foremost in approach to solving these problems, Keyserling declared, "is saying what we think and saying the things that need to be said."

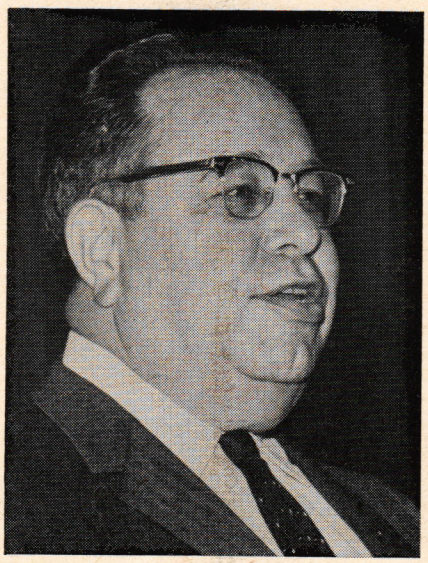
He pointed to the fact that many Americans were "left off the train" in the past period of continuous economic growth.

He pointed out that even in today's affluence, we have 30 million poor and 30 million deprived. "The problem of poverty is a national crime. And these people are the underdeveloped market to meet the problem of increased technology and automation."

He declared that 60 per cent of all poverty is due to joblessness or underemployment, that 40 per cent of those in poverty can't be employed, and talked of a guaranteed annual income to deal with the latter problem.

He emphasized the need for a moral will and drive of the American people to strive for justice for all people from our economic abundance.

Keyserling said of automation that it does not create jobs, as many claim, —"it destroys jobs." He said the problem of automation will not take care of itself, that we need planning to create new jobs, useful jobs. He called the problem of automation a managerial and a moral problem.



Leon Keyserling

He emphasized that labor must be politically active to participate in national decisions, and he said labor's political approach cannot be "spineless". Labor cannot endorse a political party or candidate and once elected give the party or person a blank check.

Fred Schmidt

Lists New Challenges for Collective Bargaining Objectives

Fred Schmidt, with the Center for Labor Research and Education and lecturer in the graduate school of business administration at the University of California at Los Angeles, outlined a list of new challenges for collective bargaining to delegates at the Western Conference of Teamsters workshop in Phoenix, last month.

He declared that a lot of "nonsense" is embodied in present programs to train the unemployed for jobs. To overcome that nonsense he suggested that training programs not only include the undertrained, the jobless, and the under-employed, but include workers in all levels to upgrade them for higher jobs and make room at the bottom for those who will enter the labor market through training.

Schmidt cited Teamster Joint Council 42 as an exception to the stagnation of new ideas in the training program. Joint Council 42's project, the Transportunity Opportunity Program, offers training to the presently employed who want to upgrade their skills, as well as to the unskilled and the unemployed.

He suggested that unions move into the field of legislation to take back workmen's compensation from the lawyers and insurance carriers and see that money spent for workmen's compensation reaches the hands of those for whom it was intended.

He said:

Schmidt concluded:

"Collective bargaining is a viable process in which many millions of persons take part and stand ready to nurture the seeds of new ideas. What better place can there be for planting them?"

Workshop Speakers





Both Dr. Elsie Giorgi (above) and Jerome Pollack (below) spoke on health care, its quality and its costs. Dr. Giorgi declared that labor can have a great influence upon obtaining quality medical care for everyone, and Pollack declared that Americans have a right to quality medical care at reasonable costs. Dr. Giorgi is on the faculty of the medical school at the University of S. California, Pollack a staff member at Harvard Medical School.

Robert Heyns

'Uncertainty of Society Makes Communications More Difficult'



Robert Heyns

Talking on the "Communication Gaps between Generations and Organizations," Robert W. Heyns, Chancellor of the Berkeley campus of the University of California, told delegates to the Western Conference of Teamsters:

"Any discussion of relations between various parts of an organization must begin, not with the organizational details and specifics, but with an analysis of the context in which the organization operates. Thus, we begin properly by talking about our times, our nation, and our society. These problems color the lives of organizations and they affect the motivations of its members."

Heyns declared that we must look at the problems of war, poverty, race, and the problems of our cities which generate a high level of irritability, tension, distrust and anxiety.

"Very shortly now, half the population of the U.S. will be less than 25 years of age. This means that half of the people will have been born after Pearl Harbor. The depression, the New Deal, the war, the rise of real power in the trade union movement, the social welfare legislation of the '30's and the '40's are all history."

Of the younger generation, Heyns declared that it is a generation which has already had a great deal of influence, that it is a high participating generation, it has been part of family councils, parents have invited it to say what it thought and have listened to it. This gives the younger generation a set toward shoulding off and having its sounds listened to.

The Chancellor declared:

"The good society has always integrated the young into the establishment in a creative way, and I don't think we are going to stop now. But it has always called for a mature acceptance of the importance of youth on the one hand and experience on the other.

"I think we have special problems today because of very great uncertainty in our society about a lot of matters—war, poverty, civil rights, changing sexual standards and others. And the youth are identified with each of these and are a part of our anxiety.

"The older groups in America seem to have lost some of their cool. I am suggesting that there is not only a need for this, but that it is essential that we get it back.

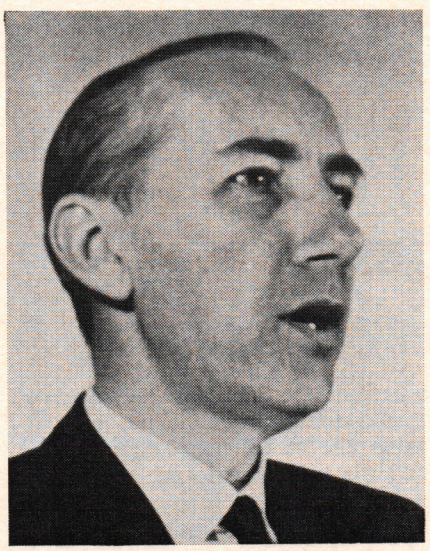
"A mature partnership born out of self respect on our part and an appreciation of both the strengths and weaknesses of the young holds the promise for the future."

Dean Barnlund

'Proper Communications Can Turn Suspicion into Trust'

"It is not surprising that nurtured in different families, informed by different sources, inspired by different teachers, rewarded for different virtues, men should come to view the world so differently."

That quote from the address of Dean C. Barnlund, of San Francisco



Dean Barnlund

State College, to the delegates attending the WCT workshop, outlined the stress in the workshop on the problem of communications.

"It is these differences in perception that make communication inevitable. If men saw the same facts in the same way, there would be no need to talk at all; there would be no experiences to share, no conflicts to negotiate.

1. A willingness to become involved with the other person as a person;
2. A full and frank exposure of the self so that deceit is unnecessary;
3. An approach that is prompted by a desire to collaborate rather than manipulate;
4. A desire to assume full communicative responsibility, to carry on a genuine dialogue;
5. A capacity to create a non-evaluative atmosphere, where understanding rather than criticism is the aim.

"Every human crisis," Barnlund maintains, "begins or ends in a communicative encounter. It is here that difference is voiced, that difference threatens, where difference arouses defenses and men begin to distrust each other.

"But it is here, too, where difference may be welcomed, where words may be emphatically understood, where suspicion becomes trust and hatred turns to respect," Barnlund said.

Ex-Senator Says:

Federal Tax System Loaded With Abuses

IN A YEAR in which the Administration and Congress are seriously considering levying additional taxes on wage earners to cool the economy and at the same time pay for the Vietnam War, there are still those concerned with basic injustices built into the tax laws.

Chief among them is former Senator Paul Douglas who—joined by Vice President Hubert H. Humphrey, then a Senator from Minnesota, and later by Sen. Albert Gore of Tennessee—fought for tax reform at the time he represented the State of Illinois in the Senate.

Douglas wrote an article for the *American Scholar* recently describing what he, Humphrey and Gore learned about taxes. Following are excerpts from his article:

There were 2 general sets of facts that convinced me that there were great abuses within our federal tax system.

The first was that only about half the total personal income in the country was subject to taxation, while the other half completely escaped being levied on. The basic exemption of $600 a person accounted for only a fraction of this latter amount. The remainder was income that most people believed was taxable, but that was exempted in reality by a series of devices.

Then we discovered, and got the Treasury to confirm, that in every year there were a considerable number of persons with annual incomes of over $500,000 who paid no taxes at all. As we gathered evidence, we found this number would never fall below 25 and sometimes went above 30. We also found an even greater number with hugh incomes who paid less than 10 or 15 per cent.

We found that the averages paid by the groups with incomes above $50,000 was only a fraction of the amount they were presumed to pay, and that the uppermost group with incomes over $25,000—who, according to the schedules, were presumed to pay nearly 90 per cent—actually paid on the average only 25 per cent or less. The "effective" rate was therefore far less than the nominal rate.

All this, plus the evidence on specific "loop-

holes" that enabled large quantities of income to slip through the tax net, still further convinced Senator Gore and me that we should expose these abuses and seek to cure them . . .

The biggest and longest battle was the worst abuse of all, namely the 27½ per cent depletion allowance on gas and oil. Billions of dollars are at stake here . . .

This provision had been inserted in our tax laws during the 1920's when the corporation income tax was only 14 per cent of net profits, and when the total amount of the tax privilage thus conferred was not overwhelming, say, about 7 per cent of the profits.

But it continued to be retained after the corporate tax had risen to 52 per cent and when the depletion allowance could and commonly did cut in half the taxes paid by this rich industry.

Moreover, it had spawned a series of similar exemptions: sulfur had been granted a 23 per cent exemption, and a number of materials, including coal, had been allowed a 15 per cent depletion grant. We had seen Tom Connally broaden this exemption by a 5 per cent rate on clam and oyster shells, as well as on sand and gravel, although there was no danger of "dry holes" or unsuccessful explorations in these cases! Every mineral had come to be included.

We ultimately got the Treasury to tell us how much these exemptions amounted to, and their report was that in the late 1950's and early 1960's the total came to about $3½ billion annually with the Treasury losing about $1½ billion. Today it is undoubtedly much more . . .

The third great abuse lies in the field of the capital gains tax. Here the profits realized from the sale of a capital asset that has been held for longer than 6 months are taxed, when sold, at only one-half the income tax rate, but in no case at more than 25 per cent. Moreover, the amounts not taxed are not counted as "taxable income," and hence do not appear in the statistics issued by the Treasury Department. Like the murdered victims of the criminal syndicate, they, with the oil and depletion allowances, are given an anonymous burial so that even the buried bodies disappear.

Leakage

Philip Stern estimated in 1962 that this favored treatment shrunk the tax base by $6 billion a year and cost the Treasury $2.4 billion annually. But this is only the beginning.

An even greater leakage occurs when property is bequeathed. Let us take the case of a father who buys property for $100,000 during his lifetime, which by the time of his death is worth $1 million—or $900,000 more. His son inherits the estate and a year later sells this same property for $1,100,000. He will pay a capital gains tax only on the $100,000 that accrued during his ownership, while the $900,000 gain inherited from his father not only will go tax free but will be unrecorded.

Stern estimates that from $12 to $13 billion thus escapes taxation every year and that the Treasury annually loses an approximate added $2.9 billion . . .

The treatment of stock options was, and is, an especially anti-social use of the capital gains principle.

It had been the custom of many corporations to give to a chosen group of executives the right to buy added quantities of stock, and for gains realized upon this to be taxed at capital gains and not at income tax rates. Very commonly this stock could be purchased at less than the market rate, thus extending the practice of the "preferred list" that had been the common custom during the 1920's of such financial giants as the Morgan firm and Samuel Insull. If the stock fell while the option was being held, then the beneficiary was commonly freed from his option . . .

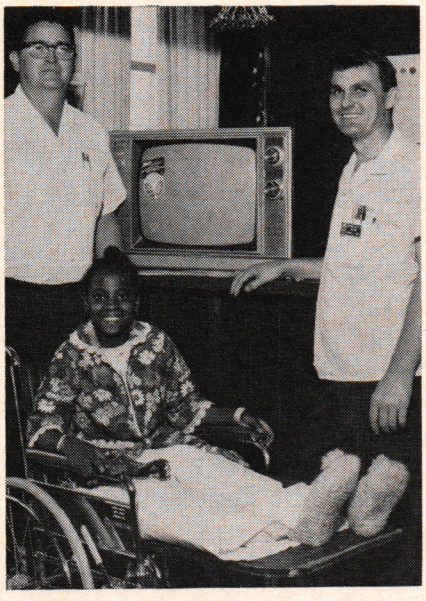
Another persistent loophole is the exemption from federal taxation of the interest on the bonds of state and local governments.

This exemption was first enacted because of the fear that such a tax would be held unconstitutional by the courts, and also by a desire to make the financing of capital improvements easier for the state and local governments.

That it has helped in the latter direction is shown by the fact that while high grade municipals are still much less safe than federal issues, their yield in March of 1967 was a full percentage point below the latter, namely, 3½ instead of 4½ per cent.

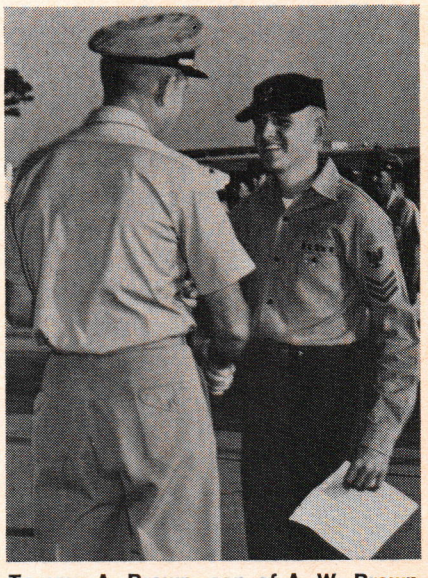
Without this tax advantage, the municipalities would probably have had to pay at least 4¾ per cent interest and possibly 5 per cent in order to float their loans. Since the total outstanding bonds issued by the state and local governments amount to approximately $100 billion, the total in interest that is saved for these bodies probably comes to somewhere around

Local Gift



Teamster Local 769 of Hialeah, Fla., recently donated a colored television set to Variety Children's Hospital in Miami. The TV set was delivered by Jim C. Driggers, business representative, and Frederick J. James, shown here with one of the sick youngsters in the hospital which provides care for underprivileged children suffering from serious illnesses and diseases. Hospital officials expressed grateful appreciation to the local union and its members in a letter to Joe Morgan, president.

Son Cited



Tommy A. Brown, son of A. W. Brown, a member of Teamster Local 657 in San Antonio, Tex., is shown receiving a commendation for meritorious achievement after flying 50 missions in Vietnam as a B-52 bombardier. Young Brown is an AO1 in the navy.

$1¼ to $1½ billion a year.

Such tax-free issues, however, become tax havens or sanctuaries for men and women in the upper income and tax brackets. Thus, when Mrs. Horace Dodge, Sr., inherited $56 million from the estate of her husband, she immediately invested all of it in state and municipal bonds and thereby removed the entire income from her fortune from federal taxation. This is a particularly attractive tax route for those in the upper income tax brackets who do not wish to play an active role in the business world.

If only the existing income from these bond issues were taxed, federal receipts would be at least 50 per cent on the $3½ billion that is now immune from federal taxation. This would amount to $1¾ billion . . .

A particularly bad form of this tax subsidy to localities occurs when local and state bonds are floated to finance the construction costs of runaway factories from other parts of the country.

In many Southern states this is a common practice, and it serves to draw employment away from the North and the Midwest. It creates unemployment in these sections of the country and makes it harder for the workmen up North to obtain wage increases. Both of these factors, then, depress the tax base in these areas and decrease the ability of those who hire them to pay taxes, at the very time that they create higher local relief and welfare costs.

Evil Spreading

On top of all this, the taxpayers of the North and West have to pay higher federal income taxes or else shortchange the general welfare because of this subsidy to their Southern competitors. They, in effect, are being asked to help finance their own economic destruction.

Thus far the massed political power of the South has been sufficiently great as to prevent the closing of even this relatively tiny loophole. In self-defense, Northern and Western states are beginning to extend similar privileges, and the evil is spreading . . .

I began my senatorial career in a quandary, and when I left, the quandary was even bigger than when I started. It was this: Can and will the people under the best system of government in the world, and with an able and high-minded Congress, ever be able to protect the public interest in tax matters and enforce equal justice for all?

I must admit that the 18 years have, on the surface, been disillusioning. We have made a few improvements during that time and may have saved a billion dollars or more a year, but the big loopholes remain. Indeed, new ones have been opened, sometimes over our opposition and sometimes, as I have pointed out, without our knowledge. I daresay that there may be still other financial time bombs, presumably concealed in innocent-sounding verbiage, which will turn out to free still more income from taxation . . .

Shut the Gates

I cannot believe that the people with all their weaknesses will allow the noble ship of democratic government to be taken over by these well-clad pirates with impeccable credentials. For if they do, there may ultimately be such disillusion with our form of government as to cause the people in frustration to abandon ship and to allow it to be taken over by a still worse group of tyrants, who will suppress our liberties and shut the gates of mercy on mankind.

● Chemical Win

A majority of production and maintenance workers employed by Howe & French, Inc., a maker of chemical and laboratory supplies in Weymouth, Mass., recently voted for representation by Teamster Local 504 of Boston in a National Labor Relations Board election.

James P. McGrath, president of Local 504, said 33 workers were eligible to ballot. The vote was 13 to 10 for the Teamsters.

The new bargaining unit includes laboratory assistants, mixers and packers, warehousemen, and truck drivers.

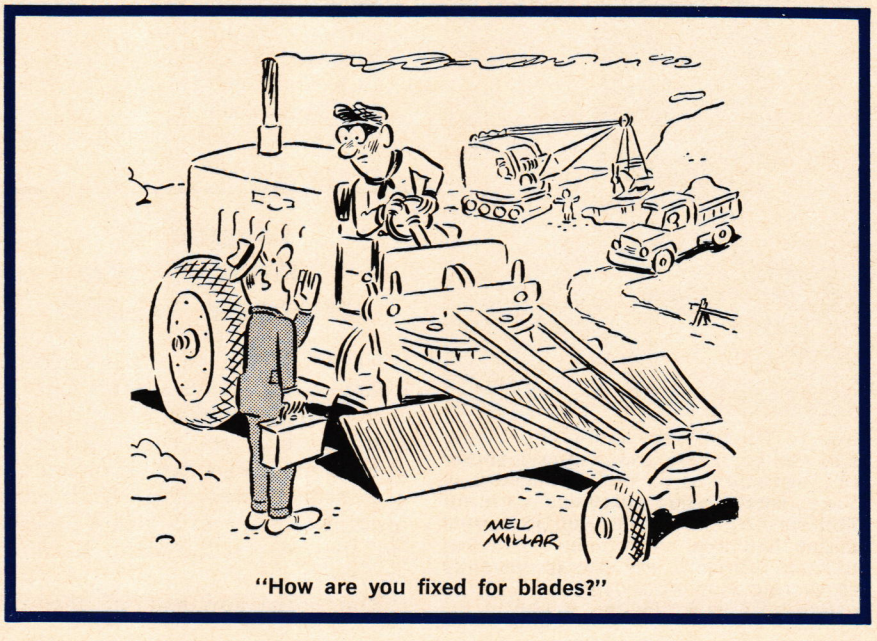
ConsumersPay $51 for $3.87 Worth of Pills

Two major drug firms, recently convicted of conspiring to control production and distribution of more than a billion dollars worth of antibiotics realized enormous profits on one antibiotic called 'tetracycline.'

The cost to American Cyanamid and Charles Pfizer for manufacturing 100 capsules was $3.87. The companies sold the same number to pharmacists for $30.60. The cost to the consumer needing the drug for health purposes was $51.00

Trouble compounded itself for the pharmaceutical industry when Food and Drug Commissioner James L. Goddard warned that some 300 drugs marketed under about 1600 different familiar names would be withdrawn from the market because they have not met government efficacy tests.

The drugs, which do not do the job they're advertised to do include some old-time family 'favorites,' Goddard said.



"How are you fixed for blades?"

What Are You Worth?

Value of Life's Work Determined By Education, Occupation Levels

What could your survivors claim you were worth in a court suit if you died in a traffic accident on the way to or from your job?

A new study of expected lifetime earnings of American men between the ages of 18 and 64, conducted by U.S. Census Bureau experts, came up with some surprising answers recently.

They found that education and occupation were the 2 most important factors in setting a specific money value on the life of a family breadwinner, based on the amount of wealth that an individual might be expected to accumulate in a working lifetime.

Overall Value

The question becomes important in a court of law where a jury is charged with deciding how large a money award to make to a widow dependant upon the accident victim.

The census researchers found, for example, that the over-all value of individuals of various ages in all occupations and at all educational levels —in terms of future earnings—went like this:

Age	*Value*
18	$178,000
28	165,000
38	127,000
48	81,000
58	34,000

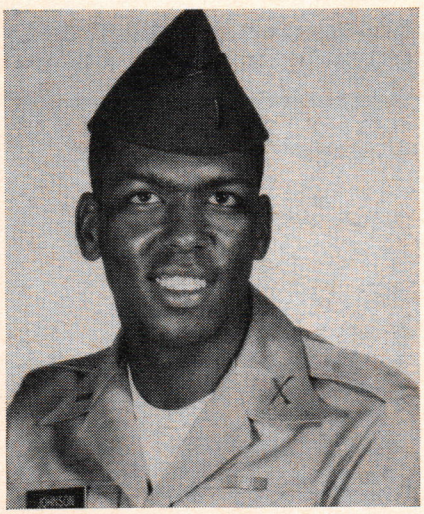
The amount of education, however, quickly changed these figures. The average 22-year-old man's value accelerated as his amount of schooling increased:

Education	*Value*
Elementary	$142,000
High School	190,000
College	321,000
All Levels	177,000

Finally, the census researchers came up with a chart disclosing the advantages and disadvantages of certain occupations. The following figures assume that a 22-year-old man would increase his future annual earnings at a 3 percent rate.

Occupation	*Value*
Managers, Officials and Proprietors	$278,000
Professional and Technical Workers	273,000
Sales Workers	210,000
Craftsmen-Foremen	171,000
Clerical Workers	164,000
Operatives	144,000
Service Workers	122,000
Laborers (non-farm)	110,000
Farmers-Managers	108,000
Farm Laborers	61,000
All Experienced Workers	177,000

Medal Winner



George W. Johnson, army 2nd Lieut., and son of James Johnson, a member of Teamster Local 667 in Memphis, Tenn., recently was awarded the Bronze Star for heroism in Vietnam. Johnson's father has been a member of Local 667 for 20 years. His son is currently recovering from wounds suffered in the action that won him the medal.

Local 7 Wins Case Before NLRB

G&A Truck Line, Inc., of Three Rivers, Mich., violated the Act by coercive interrogation, threats of reprisal, and promises of benefits in a case involving workers interested in Teamster Local 7 of Kalamazoo, Mich., according to a recent decision by the National Labor Relations Board.

The Board also reversed the trial examiner's dismissal of a refusal-to-bargain allegation.

It was shown that Local 7 presented the company with 6 authorization cards from workers in a unit of 9 and requested recognition. The Board agreed with the examiner that the employer immediately acted to dissipate the union's strength by interrogating the card signers, soliciting and aiding them to withdraw the cards, threatening them with reprisals if they did not do so, and promising them benefits if they did withdraw their cards.

The employer was ordered by the Board to cease the unlawful conduct and to bargain with the union upon request.

NLRB Backs Employees' Union Activity

Acme Construction Co., Inc., of Skelton, W.Va., a manufacturer and seller of wholesale ready-mix concrete and blacktop, violated the Act by interrogating employees about their activity for Teamster Local 175 of Charleston, W. Va., according to a recent ruling by the National Labor Relations Board.

Sustaining the trial examiner, the Board noted that in September, 1966, a collective bargaining contract expired between the company and District 50 of the United Mine Workers.

Upon a petition by Teamster Local 175, an election was directed by the regional NLRB office. However, at the time of the hearing in this proceeding, the election had not been held due to the employer's refusal to supply the list of employee names and addresses. It also was noted that since April, 1967, to the time of the hearing in this case, the workers had been on strike.

Regarding the allegations of unfair labor practices brought by the Teamster local, the examiner determined that the company—through a supervisor—had unlawfully asked workers whether they had held any union meetings and also inquired about the feelings of a particular worker toward the Teamsters, promised them benefits, and suggested or urged the employees to form a company union and not have the Teamsters represent them.

The Board ordered the company to cease the unlawful conduct.

When You Arrive
At the Scene
Of an Accident

WHAT CAN YOU DO TO SAVE A LIFE?

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This is in the fourth, and final, article of a series prepared by the American National Red Cross to give you some basic information about what to do when you arrive at the scene of an accident. We urge everyone, and especially truckers who are often among the first people at the scene of an accident on the highways, to read these articles with care. As a result of the proper use of this information, you may save a life. These articles are not intended to replace first aid training. A first aid course will prepare you for the unusual and unexpected care you may have to give.

The preceding three articles have discussed the *immediate* steps which must be taken when one arrives at the scene of an accident on the highways if lives are to be saved or injuries minimized. The first of these was *protection* of the injured.

The second and third articles dealth with the two major life-threatening emergencies—massive bleeding and stoppage of breathing. When injuries involve either of these two emergencies, what is done within the first few minutes may determine whether a victim lives or dies.

This article will discuss:

- Protective transfer and rescue of the injured
- Care for burns
- Care for broken bones

It has been emphasized that first aid can and should be given to a victim inside a wrecked vehicle if he can be kept lying down in a comfortable position. If necessary, the air passage can be opened. Serious bleeding can be controlled. Fractures can be splinted.

However, there are some conditions which make removing the subject from the vehicle vitally necessary:

When there is moving traffic that cannot be stopped, when there is danger of fire, or when lifesaving first aid care cannot be provided, it is obvious that a seriously injured person must be moved to prevent additional injury.

In a critical emergency when you, alone, must drag a victim to safety, he should be pulled in the direction of the long axis of the body, not sideways. In cases where he must be lifted to safety, and assistance is available, several persons should help. Make every effort to support and immobilize the victim's arms and legs, head and back, in a straight line. *Never* jackknife his body by lifting him at the shoulders and knees. When possible a stretcher, backboard, or other rigid support should be used.

Care for Burns

Fires can break out after a crash from a ruptured gasoline tank or from other causes and a victim may suffer minor or extensive burns. To care for serious burns, cover the burned area *immediately* with a large, dry cloth or dressing. It is better if the cloth is sterile to prevent further contamination. Add more layers of material (4 to 6) on top of the first one to

cut off the air. This procedure will help to reduce the pain.

If the victim's face is burned, do not block his mouth or nose with the protective dressing. In the case of burns over a large body area, wrap the victim in towels, sheets, or blankets. Do not try to remove clothing that may be stuck to the burn, but be sure there is no smoldering cloth remaining in contact with the victim's body.

In some cases, the victim may have inhaled very hot air and his air passage and lungs may be damaged. He also may have stopped breathing. Open his air passage as was described in the third article, and use mouth-to-mouth resuscitation, if necessary.

As in all cases of serious injury, keep the victim lying down, and prevent a large loss of body heat.

Broken Bones

A fracture, or broken bone, should be suspected when an area of the victim's body is painful, swollen, discolored or is not its normal shape. Broken bones in the neck or back (vertebrae) are extremely serious. Suspect such fractures if the victim complains of pains in these areas, or has a loss of feeling, or tingling, in the arms or legs. *Do not move this victim at all* unless it is necessary to do so to prevent additional serious injury from causes mentioned previously in this article. Moving him can cause damage to his spinal cord and result in paralysis, or even death.

Fractures can be closed (no wound opening between the skin and the bone) or open (with a bone protruding, or a wound opening between the skin and the fracture).

Prevent Movement

Keep broken bones immobilized. If an arm or leg has been fractured, keep the broken bone ends and the joints above and below the break from moving. Movement of jagged bone ends can cause additional damage to blood vessels, nerves, and muscle and skin tissues. Apply splints only if you intend to transport the victim. Otherwise, protect him by placing blankets, pillows, or clothing materials along the side of the limb, or body, to prevent movement until the ambulance arrives. If a leg fracture is suspected, it can be immobilized by placing a tightly rolled blanket or pad between the legs and tying the legs together above and below the break. If an arm is broken, bind the arm to the chest in the position most comfortable for the injured person. Keep the victim lying down and care for shock.

And remember—if a victim *must* be moved to prevent additional serious injury, support the injured part so that *it does not bend or twist.*

Transportation to the Hospital

Ideally, transportation of an accident victim to the hospital should be done by ambulance. Seriously injured persons *should not* be transported in a sitting up position. Constant attention must be given to keeping an open air passage, bleeding wounds must be watched, and injured parts must be kept immobilized. Keep the victim lying down, and keep him covered to prevent a large loss of body heat. These first aid procedures are difficult to carry out in most passenger vehicles.

If it is necessary to transport a victim, an appropriate vehicle and a stretcher, cot or mattress should be used so that the victim can receive the continuing care mentioned and be protected from the aggravation of existing injuries. With rare exceptions, the drive to the hospital should be at a moderate speed, with gentle stops and starts, observing all traffic rules.

To summarize:

- Do not move a seriously injured person unless absolutely necessary.
- In an emergency a victim may be transferred a short distance by pulling him in the direction of the long axis of the body.
- Cover burns to exclude air and prevent further contamination.
- Immobilize broken bones before moving the victim.
- Keep the seriously injured lying down and guard against a large loss of body heat.
- Always transport, when possible, by ambulance.

Santa's Helpers



Teamster Local 79 of Tampa, Fla., sponsored its annual Christmas party for under privileged children under the chairmanship of Jaime Solano, who headed a fund-raising group with the youngsters are Santa (Jaime Solano, Jr.), and 3 clowns, D. A. Borders, Jr., Robert Meeks, and Al Pinero. The kids talked with St. Nick and received toys and candy while enjoying a program of games and magic.

• Trailer Win

Nearly 80 employees of Fleetwood Trailer Co., of Pa., Inc., manufacturer of house trailers in Carbondale, Pa., voted for Teamster representation in a recent National Labor Relations Board election.

John A. Durkin, secretary-treasurer of Teamster Local 229 in Scranton, Pa., said the ballot count was 58 for the union and 12 against. One vote was challenged.

The new bargaining unit includes welders, painters, tilemen, carpenters, general installation men, plumbing workmen, and electricians.

THE INTERNATIONAL Teamster
DEDICATED TO SERVICE

DRIVE REPORT

Teamster-Backed Issues Break Nearly Even in 1st Session

San Antonio Get-Together



Members of Local 657 and their wives recently held a DRIVE get-together with Josephine Hoffa, national president of DRIVE Ladies Auxiliary, at which methods of getting the membership registered to vote were discussed. In attendance also were city and county officials. Shown here with Mrs. Hoffa is Ray Shafer, president of Local 657.

Voting Requirement

Registration Deadlines Near For Primaries and Elections

Deadlines for registration to meet eligibility requirements for casting ballots in the forthcoming primary elections and general election soon will turn up on the calendar.

Primary registration deadlines vary all the way from March through September with most of them falling in April, July, and August. Most general election registration deadlines fall due in September and October.

Voters not registered so far in Texas are out of luck at the polls this year. The Texas cutoff date for registering in both the primaries and general election is Jan. 31st.

Voters in Alaska and North Dakota are not required to register. New York and Maine have variable dates by towns and cities for signing names on the voting register, Missouri, New Hampshire, and Wisconsin also have varying registration dates depending upon the size of the community. Delaware has no primary deadline.

Following is the complete state-by-state listing for deadlines with the primary date listed first and general election date listed second:

Alabama—April 26, Oct. 25; Alaska—no pre-registration; Arizona—July 5, Sept. 23; Arkansas—July 10, Oct. 16; California—April 11,

(Continued on page 28)

3300 Votes Taken On House Side

FLOOR VOTE TALLIES in the first session of the 90th Congress last year reveal that individual lawmakers cast their votes on a nearly even basis on issues of concern to wage earners and supported by the International Brotherhood of Teamsters.

The congressional mood can be most accurately charted in the House of Representatives because of the fact that 434 members (the Speaker of the House votes only to break ties) voiced "yeas" and "nays" nearly 3,300 times.

On 8 issues of prime importance and receiving Teamster support, the House roll call votes showed:

—Altogether, House members voted "right" 1,555 times and "wrong" 1,726 times for a "right" percentage of 47.4 per cent.

—Some 95 Representatives voted "right" 100 per cent of the time while 87 Representatives voted "wrong" on a 100 per cent basis.

—Delegations from 18 scattered states voted "right" in 50 per cent or more of the House ballots.

—Delegations from most southern states cast their ballots "wrong" on the bulk of the floor votes.

—Representatives from Maine and Rhode Island could boast of 100 per cent "right" records by Teamster standards.

—The Kansas delegation had the worst record of "wrong" votes for states of any size. Five Kansas congressmen voted against a position advocated by the Teamsters in 37 instances and for it only once.

Not all the 8 votes were on final passage alone. Some concerned key votes on proposed amendments which might seriously damage or greatly improve a given measure.

As listed by DRIVE, the issues involved liberalizing the House rules,

(Continued on page 27)

Federal Survey

States Enact 500 Laws Covering Labor in 1967

MORE THAN 500 laws affecting working men and women were enacted by the various state legislatures during 1967, according to a survey by the U.S. Department of Labor.

More than 70 of the laws enacted last year dealt with minimum wages, wage payment and collection, or prevailing wages.

Minimum wage laws were passed by 17 states, including Nebraska which has had no statutory rate since its first minimum wage law was repealed nearly 50 years ago. The Cornhusker action brought the total states with minimum wages to 41.

The survey by the Bureau of Labor Statistics also found that more than 200 amendments were made in 1967 to workmen's compensation statutes in 42 states and Puerto Rico.

Laws providing substantial increases in workmen's compensation in Connecticut, New Hampshire, Missouri, and Vermont, and those providing full coverage of occupational diseases in Maine and New Hampshire were especially significant.

Also significant were new laws providing for liberalization of time limits for filing claims in cases of radiation-induced disability in Idaho, Maryland, and Nevada, and a change from statutory benefit maximum amounts to a flexible figure for disability and death in Vermont.

Some 28 states raised cash benefits in 1967, while 5 states strengthened medical provisions, 3 improved rehabilitation provisions, 5 liberalized their time limits for filing occupational disease claims, and a number of states extended coverage to additional occupations or groups of workers.

Patterns of legislation in unemployment insurance and employment security were about the same as in recent years, providing increases in maximum weekly benefit amounts, higher or more restrictive qualifications, and increases in the taxable wage base.

Seven states amended their wage garnishment codes in the direction of benefiting the wage earner, highlighted by Hawaii's prohibition of discharge or suspension of an employee solely because of garnishment or because he filed bankruptcy papers.

Fourteen states made adjustments in their laws regarding job opportunities for women—mostly a reaction to passage of Title VII of the Federal Civil Rights Act banning sex discrimination in jobs.

Connecticut joined the ranks of states disgusted with the lie detector test as a condition of employment and outlawed this practice. Arkansas, Florida, and Nevada passed bills requiring the licensing of polygraph operators.

Hawaii amended its anti-strikebreak statues by adding that any person recruiting or advertising for workers during a labor dispute must identify the employer and state explicitly that a dispute exists.

Catching up with the times, New Mexico outlawed the yellow dog contract in which a worker promises not to affiliate with any labor union.

Seventeen states passed laws affecting labor-management problems in the sector of public employment.

Washington enacted a law giving labor representatives exclusive bargaining rights to negotiate on wages, hours, and conditions of work and permitting dues checkoff. Vermont's new labor relations act, while excluding employment by the state and its subdivisions, made most provisions of the law applicable to municipalities with 5 or more employees.

New York junked its ineffective Condon-Wadlin Act and passed a new law granting all public employees the right to organize and bargain collectively, reinforced the obligation of the employer to negotiate, and shifted strike penalty emphasis from the individual worker to the employee organization.

Missouri strengthened its law by permitting exclusive recognition of organizations for public employees, requiring employers to discuss salary and other proposals, and requiring referral of bargaining unit and representation questions to the state mediation board.

Other new laws or amendments gave the right to organize and bargain collectively to municipal workers in Rhode Island, firefighters in Alabama and Florida, teachers in Minnesota and Nebraska, nurses in Montana, and port district employees in Washington.

Dues checkoff is now permitted public employees in California, Nebraska, New York, Texas, and Washington.

DLA Goes Bowling



One of the latest entries to hit the bowling scene in Charlotte, N.C., is a team representing the DRIVE Ladies Auxiliary chapter of Teamster Local 71. Sporting blouses with appropriate DRIVE insignia, the girls also display the Teamster shoulder patch. Left to right are Vivian Weatherman, Viola Burkett and Anna Johnson. Mrs. Burkett was a member of Local 71's last Motorcade to Washington, D.C.

IBT Issues...

(Continued from page 25)

education, the food stamp program, teacher corps, compulsory arbitration, rat control, public power, and meat inspection. On each occasion, the Teamster position paralleled the so-called liberal stance assumed by organized labor over the years.

Probably the most important issue was that of compulsory arbitration—opposed by the IBT—in which a proposal was made to accept a compulsory arbitration resolution forcing striking railroad shop craft workers back to work. The motion was approved, despite the intense opposition of nearly all unions, by a vote of 244 to 148.

Following are the 95 Representatives who voted "right" 100 per cent of the time on issues which the Teamsters Union supported:

Arizona—Morris K. Udall.

California—Harold T. Johnson, John E. Moss, Robert L. Legett, Phillip Burton, Jeffery Cohelan, George P. Miller, Don Edwards, Jerome R. Waldie, John J. McFall, B. F. Sisk, Cecil R. King, Chet Holifield, Augustus F. Hawkins, Thomas M. Rees, George E. Brown, Jr., Edward R. Roybal, Charles H. Wilson, John V. Tunney.

Florida—Claude Pepper.

Hawaii—Patsy T. Mink.

Illinois—Barratt O'Hara, William T. Murphy, Melvin Price.

Indiana—Ray J. Madden, John Brademas, Andrew Jacobs, Jr.

Iowa—John C. Culver, Neal Smith.

Kentucky—Carl D. Perkins.

Maine—Peter N. Kyros, William D. Hathaway.

Maryland—Clarence D. Long, Edward A. Garmatz.

Massachusetts—Torbert H. Macdonald.

Michigan—John Conyers, Jr., James G. O'Hara, Charles C. Diggs, Jr., Lucien N. Nedzi, William D. Ford.

Minnesota—Joseph E. Karth, John A. Blatnik.

Missouri—Frank M. Karsten, Leonor K. Sullivan, Richard Bolling.

Montana—Arnold Olsen.

New Jersey—Frank Thompson, Jr., Henry Helstoski, Peter W. Rodino, Jr., Joseph G. Minish, Cornelius E. Gallagher, Dominick V. Daniels.

New York—Joseph P. Addabbo, Benjamin S. Rosenthal, James J. Delaney, Frank J. Brasco, Abraham J.

(Continued on page 28)

STATE by STATE

IN THE 90th CONGRESS
Votes of All Representatives On 8 Teamster-Supported Issues In the 1st Session During 1967

States	Number of Representatives	"Right"	"Wrong"	"Right" Percentage
Maine	2	16	0	100
Rhode Island	2	15	0	100
Hawaii	2	14	1	93
West Virginia	5	32	6	84
Washington	7	40	13	76
Maryland	8	42	14	75
New York	41	218	76	74
New Jersey	15	83	31	73
Massachusetts	12	61	26	70
Connecticut	6	32	16	67
Colorado	4	20	10	67
New Mexico	2	10	6	63
California	38	167	116	59
Pennsylvania	27	120	87	58
Oregon	4	16	13	55
Montana	2	8	7	53
Kentucky	7	28	27	51
Missouri	10	37	36	51
Illinois	24	91	95	49
Indiana	11	40	43	48
Michigan	19	68	74	48
Tennessee	9	33	37	47
Minnesota	8	29	33	47
Texas	23	75	100	43
Wisconsin	10	29	39	43
Oklahoma	6	18	29	38
Alaska	1	3	5	38
Iowa	7	19	35	35
Florida	12	33	61	35
Louisiana	8	19	38	33
Arizona	3	8	16	33
Ohio	24	57	122	32
Georgia	10	20	56	26
Arkansas	4	8	23	26
Vermont	1	2	6	25
Nevada	1	2	6	25
South Dakota	2	3	13	19
South Carolina	6	7	41	15
Alabama	8	9	54	14
New Hampshire	2	2	13	13
Nebraska	3	3	20	13
Delaware	1	1	7	13
Virginia	10	7	69	.9
Idaho	2	1	14	.7
North Dakota	2	1	15	.6
Utah	2	1	15	.6
Mississippi	5	2	34	.5
North Carolina	11	4	83	.5
Kansas	5	1	37	.3
Wyoming	1	0	8	.0
TOTAL	434*	1,555	1,726	47.4

(* Excludes the Speaker of the House)

Voter Registration . . . (Continued from page 25)

Sept. 12; Colorado—Aug. 21, Oct. 16; Connecticut—June 14, Oct. 12; Delaware—no primary date, Oct. 19; District of Columbia—March 23, Sept. 21;

Florida—April 6, Oct. 5; Georgia—July 23, Sept. 16; Hawaii—Sept. 5, Oct. 15; Idaho—Aug. 3, Nov. 2; Illinois—May 13, Oct. 7; Indiana—April 8, Oct. 7; Iowa—Aug. 24, Oct. 26; Kansas—July 16, Oct. 15; Kentucky—March 30, Sept. 7; Louisiana—July 17, Oct. 5; Maine—varies by towns and cities;

Maryland—Aug. 12, Oct. 7; Massachusetts—Aug. 17, Oct. 5; Michigan—July 5, Oct. 4; Minnesota—Aug. 20, Oct. 15; Mississippi—May 4, July 2; Missouri—Jackson and Clay counties, July 10, St. Louis City and County, July 13, all other cities, July 8, in the primaries; Oct. 9, Oct. 12, and Oct. 7 for the same areas respectively for general election registration;

Montana—April 25, Sept. 26; Nebraska—May 3, Oct. 25; Nevada—July 20, Sept. 28; New Hampshire—Cities over 4,500 Aug. 31, others Sept. 3, for the primaries, Oct. 26 and Oct. 29 respectively for the same areas in the general election; New Jersey—April 25, Sept. 26; New Mexico—July 29, Oct. 7; New York—varies by location;

North Carolina—April 20, Oct. 26; North Dakota—registration not required; Ohio—March 27, Sept. 25; Oklahoma—Aug. 16, Oct. 25; Oregon—April 27, Oct. 5; Pennsylvania—March 4, Sept. 16; Rhode Island—July 12, Sept. 6;

South Carolina—May 11, Oct. 5; South Dakota—May 15, Oct. 16; Tennessee—July 1, Oct. 5; Texas—Jan. 31 in both cases; Utah—Aug. 27, Oct. 30; Vermont—Sept. 7, Nov. 2—Virginia—June 8, Oct. 5; Washington—Aug. 17, Oct. 15; West Virginia—April 13, Oct. 12; Wisconsin—Milwaukee Aug. 21, others Aug. 28, Oct. 16 and Oct. 23 for the same areas in the general election; Wyoming—Aug. 5, Oct. 21.

IBT Backed Issues . . . (Continued from page 27)

Multer, John J. Rooney, Hugh L. Carey, John M. Murphy, Leonard Farbstein, William F. Ryan, James H. Scheuer, Jacob H. Gilbert, Jonathan B. Bingham, Richard L. Ottinger, James M. Hanley, Thaddeus J. Dulski.

Ohio—Michael J. Kirwan, Michael A. Feighan, Charles A. Vanik.

Pennsylvania—William A. Barrett, Robert N. C. Nix, James A. Byrne, Joshua Eilberg, William J. Green, George M. Rhodes, Elmer J. Holland, John H. Dent, Joseph P. Vigorito.

Rhode Island—Fernand J. St. Germain, Robert O. Tiernan.

Tennessee—Richard H. Fulton, William R. Anderson.

Texas—Robert C. Eckhardt, Henry B. Gonzalez.

Washington—Lloyd Meeds, Julia Butler Hansen, Thomas S. Foley, Brock Adams.

West Virginia—Harley O. Staggers, John M. Slack, James Kee.

Wisconsin—Robert W. Kastenmeier, Henry S. Reuss.

Following are the 87 Representatives who voted "wrong" 100 per cent of the time on issues which the Teamsters Union supported:

Alabama—Jack Edwards, William L. Dickinson, George Andrews.

Arizona—John J. Rhodes, Sam Steiger.

California—Don H. Clausen, Burt L. Talcott, H. Allen Smith, Glenard P. Lipscomb, Ed Reinecke, James B. Utt.

Florida—Don Fuqua.

Idaho—James A. McClure.

Illinois—Harold R. Collier, Charlotte T. Reid, Leslie C. Arends, Robert H. Michel, Paul Findley.

Indiana—Charles A. Halleck, Rose E. Adair, William G. Bray, Richard L. Roudebush.

Iowa—H. R. Gross.

Kansas—Chester L. Mize, Larry Winn, Jr., Garner E. Shriver, Joe Skubitz.

Michigan—Edward Hutchinson, Charles E. Chamberlain, Elford A. Cederberg.

Minnesota—Ancher Nelsen, Odin Langen.

Mississippi—Thomas G. Abernethy, John Bell Williams, G. V. Montgomery, William M. Colmer.

Missouri—Thomas B. Curtis, Durward G. Hall, Paul C. Jones.

Montana—James F. Battin.

New Hampshire—Louis C. Wyman.

New York—Carleton J. King, Robert C. McEwen, Henry P. Smith.

North Carolina—L. H. Fountain, David N. Henderson, James C. Gardner, Horace R. Kornegay, Alton Lennon, Charles R. Jonas, James T. Broyhill, Roy A. Taylor.

North Dakota—Thomas S. Kleppe.

Ohio—Donald D. Clancy, William H. Harsha, Clarence J. Brown, Jr., Jackson E. Betts, Clarence E. Miller, Samuel L. Devine.

Oklahoma—Page Belcher, John Jarman, James V. Smith.

Pennsylvania—Lawrence G. Williams, G. Robert Watkins, J. Irving Whalley, Herman T. Schneebeli, George A. Goodling, Albert W. Johnson.

South Carolina—Albert W. Watson, W. J. Bryan Dorn, Robert T. Ashmore.

South Dakota—E. Y. Berry.

Texas—John Dowdy, Joe Pool, Robert D. Price, O. C. Fisher.

Utah—Sherman P. Lloyd.

Virginia—David E. Satterfield, Watkins M. Abbitt, William M. Tuck, Richard H. Poff, John O. Marsh, Jr., Joel Broyhill.

Wisconsin—Vernon W. Thomson, John W. Byrnes, Glenn R. Davis.

Wyoming—William H. Harrison.

Bill Would Stop Tax Break In Anti Trust

If legislation now being prepared by Senators Russell B. Long (D-La.) and Philip A. Hart (D-Mich.) becomes law, businesses convicted of violating the nation's anti-trust laws will no longer have it both ways.

Under a 7-year old Internal Revenue Service ruling, companies are permitted to write off as business expenses damage payments in anti-trust suits.

In 1960, the IRS permitted some of the nation's biggest electrical manufacturers to deduct from their income taxes millions of dollars they paid out in triple damages as the result of price-fixing convictions.

In the electrical price-fixing scandal, not only were the companies allowed to write off damage payments on income tax returns at 'the cost of doing business,' but also:

- One official was given a delay on his sentence so he could attend the 'coming out' party for his debutant daughter.
- One minor vice president served part of his 30-day sentence and stepped out of prison into the presidency of another firm. Landrum-Griffin bars union officials from office for 5 years for major crimes.

"What would the sentences and treatment been had these officials been labor leaders?"

For Your Information

● Teamster Organizing

National Labor Relations Board statistics for November, 1967, show the Teamsters Union again led the organizing field in terms of single-union election activity and victories.

Teamster affiliates took part in 169 of the total single-union elections held in November—nearly 29 per cent—and won 85 of the 315 election victories won by all unions for a win ratio of 27 per cent.

Of the 14,616 employees eligible to vote in units won in all single-union balloting, some 2,409 voted Teamster—a mark of more than 16 per cent.

● Debt Pooling

Legislatures in Arkansas and Hawaii have a new law in effect prohibiting the commercial practice of debt adjusting—better known to its victims as "debt pooling."

Connecticut, Iowa, Washington, and Nebraska last year passed laws regulating this type of business —although the Nebraska law will not go into effect until 1969.

There are now 22 states with laws prohibiting debt pooling, and 13 other states regulate the practice.

● Gross National Product

Preliminary estimates show that the Gross National Product for 1967 was slightly more than $807 billion—an increase of nearly $42 billion over 1966, according to the Commerce Department.

However, so much of the 5.5 per cent gain was in the form of higher prices, said Commerce Department spokesmen, that real growth was only about 2.5 per cent over the previous year.

The rate of actual increase, economic observers said, was far below the President's Council of Economic Advisers' expectations of a year ago—largely because of the failure to anticipate the magnitude of price increases during 1967.

● Worth of a Guarantee

"Far too often, the purchaser of a product first discovers limitations on its guarantee when he seeks performance under it. Only then does he find out that the guarantee covers parts but not the labor; that he cannot take the product to the dealer for repair but must ship it to the factory, bearing the mailing cost himself; that every component part of the product comes within the guarantee except the very part which does not work; or that the guarantor does not guarantee that the product will be repaired or replaced but only that he will make an effort to repair it."—Sen. Warren Magnuson in the *Wall Street Journal,* Jan. 17, 1968.

● Postal Rate Increase

In case you haven't heard, new postal rate increases are now in effect to bring an estimated additional $900 million into the Post Office.

Regular first-class letter mail now costs 6 cents. Airmail postage is now 10 cents. It takes 5 cents for a regular postcard and 8 cents to send a postcard airmail.

The Post Office says it will probably take about 4 months to modify more than 11,000 stamp-vending machines to reflect the new rates.

● Grand Subsidy

During fiscal 1966, a total of 2,001 defense contractors split up more than $5.3 billion provided by the government for "research, development, test and evaluation."

Nearly 98 per cent of the sum went to 500 of the largest corporations in the nation.

Even though the government puts up the money for much of private industry's experimentation, congress has decreed that any patents derived from the research will revert to the companies—not to the government.

● Teachers Held Back

"From 1939 to 1967, the average mean salary of public school teachers in our 10 largest cities increased only 39.4 per cent in real terms. This compared with advances, on a nationwide basis, of 56.8 per cent in earnings for federal classified employees; 43.5 per cent to 87.7 per cent for various types of non-supervisory personnel; 101.1 per cent for manufacturing production workers; 102.3 per cent for U.S. nonfarm personal income; and 114.2 per cent for U.S. per capita income . . ."—Conference on Economic Progress, December, 1967.

● Veteran Job Rights

Preservation of the rights of veterans to return to their old jobs without any loss whatever was emphasized in a recent decision by the U.S. Supreme Court.

The ruling dealt with the question of a veteran's rights to vacation and holiday pay under his union contract.

In reversing a lower court decision, the Supreme

Court, in effect, upheld the Labor Department's position that a man's time in military service is looked upon—when he returns to his job—as if the employment had continued without interruption for such service.

The lower court had held that veterans should be treated as if they had been on leave of absence.

● Safety Standards

The National Highway Safety Bureau is now evaluating comments on 12 proposed new safety regulations for motor vehicles submitted late in January by industry, research, and other interested groups.

Eventually, the comments will be solidified in the form of recommended standards which will be made official by action of the Federal Highway Administrator.

Eight of the proposed new regulations would apply to 1969 model cars and the other 4 would apply to 1970 models. Most concern locks and latches, windshields, identification and protections against impact in case of an accident.

● Into the Wind

Some consumers were of the opinion that Betty Furness, President Johnson's special advisor on consumer affairs, was shouting into the wind recently when she urged manufacturers to tell purchasers exactly how long a product can be expected to last.

In a speech to the American Marketing Association, the special advisor said: "Why shouldn't the housewife know that there are 'X' number hours of service in her washing machine or that the life expectancy of a toaster falls short of a golden wedding anniversary? The manufacturer knows, and the marketer knows, what the design-life of a product is. Shouldn't the consumer also know?"

● Atomic Employment

Atomic energy activities now provide jobs for 138,000 workers in 500 research and industrial establishments, according to the Department of Labor.

About 40 per cent of the employment is taken up by scientists, engineers, and technicians. This figure is in contrast to the less than 2 per cent of such workers employed in other industries.

All but 8 of the states have some workers in the atomic energy field. Three states—California, New Mexico, and Tennessee—are home base for a third of all atomic energy workers.

● Safety Scapegoat?

Two Senators contend the auto industry has been conducting a propaganda campaign to make safety the scapegoat for higher prices on new cars.

Sens. Warren G. Magnuson of Washington and Walter F. Mondale of Minnesota, both Democrats, claim that automakers are grossly overcharging for over-the-shoulder seat belts required by the government in new cars.

Magnuson and Mondale said reliable data indicated the shoulder harness price on new cars sold the government as of Jan. 1st ranged between $23 and $32 but actually cost the manufacturer only $3 to produce.

● Profit Forecasts for '68

Most economists predict that American investors on the average will get bigger dividends on their stocks in 1968. This is in spite of anticipated surcharges on corporate incomes and so-called "cost" squeezes.

Banker's Trust Co., for instance, expects pretax profits of all business corporations will total around $87 billion this year—compared with $80 billion in 1967.

Argus Research Corp., anticipates profits of $88 billion, up nearly 11 per cent from their 1967 estimate. Other financial observers discuss a strong possibility of a "market recovery" of pretax earnings in early 1968.

● Auto Exhaust

The government has moved to compel auto makers to equip 1970 model cars with more efficient anti-air pollution devices.

John W. Gardner, Secretary of Health, Education and Welfare, published proposed standards that would lower pollution from auto exhaust gas by about one-third under permissable rates for 1968 model cars.

The announcement emphasized that manufacturers must test their cars in advance to insure compliance with the new standards before the new models are offered for sale. The new standards would limit exhaust emissions from cars and light trucks to 2.2 grams of hydrocarbons and 23 grams of carbon monoxide per vehicle mile of travel.

● Record Work Force

The year 1967 ended with a record high average of 74.4 million Americans at work, according to the Bureau of Labor Statistics.

Harold Goldstein, assistant commissioner of BLS, said indications are that there will be continued strong employment in 1968.

Among the reasons for a continued good job picture, Goldstein said, is that the federal minimum wage increased from $1.40 to $1.60 an hour effective February 1st.

● Medicare Rate

Some 18 million senior citizens now paying $3 a month for the voluntary medical insurance part of the Medicare program will start paying $4 effective April 1st, according to the Department of Health, Education and Welfare.

The largest single item going into the increase is higher doctor fees which have gone up sharply since Medicare began. The new rate anticipates an increase of about 5 per cent a year in physician fees in addition to the rise that has already occurred.

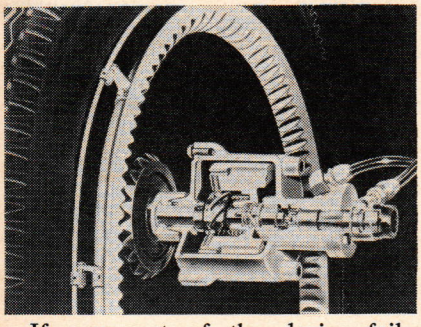
The government will continue to match the $4 premium just as it has paid half the cost of the present program.

WHAT'S NEW?

Automatic Brake Control

A major manufacturer in the trucking field has revealed details of its relatively-inexpensive all-mechanical braking system that is said to just about eliminate skids, jackknives, and wheel hop, even under full air application, on dry and slick surfaces. The device can also reduce stopping distances by up to 30%, the manufacturer claims.

The basic operating feature is a special sensing unit, mounted at the wheel on a special bracket, and engaged with a ring gear mounted on the inside of the wheel rim. It is tapped into the air line with standard fittings. When a wheel equipped with the device skids by a pre-determined amount, the unit releases air in the brake chamber until the wheel rolls back up to speed and then applies air pressure again, much as in manual brake-pumping except that the unit reacts faster than is possible for a human.



If any part of the device fails, normal brake operation resumes. In addition to the obvious safety benefits of the unit, the manufacturer points to savings in tire wear and elimination of hop-induced damage to cargoes and trucks as added benefits.

Because it is a mechanical device and doesn't require calibration, it can be installed in the average brake shop. It can be fitted on any rig operating at legal wheel loadings, with any number of axles and either 20 or 22-inch wheels. The added weight is less than 10 pounds per wheel.

Behind the development of this device is recent research information showing that maximum braking effectiveness occurs when there is about 25% slippage. Furthermore, a rolling wheel resists sideways movement, while a skidding, locked wheel will move sideways as easily as forward, and therefore offers little skid resistance.

●

Sleep Alarm

To keep drowsy motorists from falling asleep at the wheel there's a newly-patented device that sounds off with a buzzer when the eyelids close. The only drawback is that the user has to wear a thin wire taped to his eyelid, and a contact attached to his cheek. Battery-powered, the device is worn on the head. Electronic components and the battery are in a case on the headband, and the unit has a built-in time delay so that ordinary blinking won't set it off. Let your eyes stay closed for over a quarter of a second, however, and.....buzz..... the wire hits the check contacts and the buzzer goes off. The device won patent No. 3,363,242 for inventors George Curry and Aaron Welsh.

●

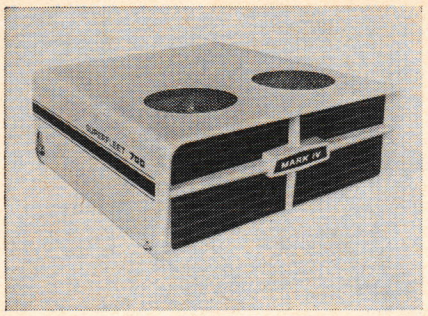
Pace-Setter Truck Design

Unveiled publicly for the first time at the SAE Congress and Exposition in Detroit in early January, an experimental truck design is being studied carefully by major manufacturers for possible long-term improvement of present vehicles. Not commercially available, the prototype has been developed by a large steel firm to test design concepts, and the vehicle has put a lot of them on the test track. It features independently suspended rear wheels, hung on individual "A" frames with coil springs. Another departure is a monocoque cab, which, like aircraft bodies, uses every component to help bear the working load. There's a quick-change power package—the entire cab, engine, radiator and transmission can be yanked and replaced in an hour.

●

Cab Air Conditioner

It's a little early in the year to be thinking about air conditioning, but the manufacturers don't wait until the season's here to introduce their new models. This one, by a firm long in the business, has a new tilting outer cover that makes field service faster by exposing condenser, fans, motors and receiver tank in a hurry.



Another new feature is the simplified switch control that is within easy reach from the driver's seat. Fitting sleeper or conventional cabs, the conditioner has three cold air outlets and a large return air opening. It is reportedly easy to change from truck to truck, and comes with a 12 month or 60,000 mile warranty.

●

Ice Melting Pellets

Generating their own heat by chemical action, these pellets are ideal for rapidly melting small areas of ice or packed snow. They can also be used to thaw frozen drains and spouts.

●

Road Safety Light

Powered by a cell that is reported to stay fresh for years if stored in its polyethylene wrapper, this warning light will operate for more than an hour after it's activated. The device has a fresnel lens like light-house lights to get the most mileage out of the bulb, and uses temperature-resistant polystyrene for the red cover. The light flashes, and has no fumes, chemicals, or open flame which could be hazardous at an accident scene, or in the proximity of hazardous cargos.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018.

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.

LAUGH LOAD



In Flu the Muse

When your back is broke and your eyes are blurred,
And your shinbones knock and your tongue is furred,
And your tonsils squeak and your hair gets dry,
And you're doggone sure you're going to die,
And you're skeered you won't and afraid you will,
Just drag to bed and have your chill,
And pray the Lord to see you thru,
For you've got the flu, boy, you've got the flu!

—*Rhodesian Railway Review.*

●

Prompt Answer

A household appliance company sent a questionnaire to Iowa housewives. One question was: "What make of garbage disposal unit do you use?" One woman answered: "Five hogs."

●

An Eye For Business

It was an accident that shocked the mountainside. A mule had kicked the farmer's mother-in-law to death. Long before the time for the service the minister marveled at the crowd of men and observed:

"She must have been a wonderful woman. So many men have left their work to attend her funeral."

"They ain't all here for her funeral," the farmer replied. "Most of 'em want to buy the mule."

●

World of Difference

"You'll have to have an operation," advised the doctor. "Do you want a first-class one or a second-class one?"

"What's the difference?"

"For the first-class operations there are new instruments and old assistants. The opposite is the case for the second-class operations."

Courtroom Tidbit

"Not guilty of bigamy," declared the judge. "You may go home."

"Thanks, judge. Which one?"

●

The Sleepless Dreamer

The patient was telling his psychiatrist a lurid tale about his dreams where a girl, dressed in next to nothing, kept running in and out of his room.

"Well, is that such a bad dream?" asked the doctor.

"I don't mind the dream," said the patient. "I just wish you would stop her from slamming the door; it wakes me up."

●

Close Time Keepers

Every morning for years, at about 11:30, the telephone operator in a small town received a call from a man asking the exact time. One day the operator got up enough nerve to ask him why.

"I'm foreman of the Frammis Works," he explained. "Every day I blow the whistle at noon, so I call you to get the exact time."

The operator giggled, "And all this time," she said, "we've been setting our clock by your whistle!"

●

Foreign Language

Sign on a drug store soda fountain: "Teenage spoken here."

●

Elder's View

"A father" quipped an aging dad, "is a gent who gives away his daughters to boys who aren't half good enough for them, so he can have grandchildren who are superior to all others."

●

Ornery Side-winder

Out in West Texas, a cowboy rushed out of a saloon, made a running broad jump and landed on his sittin'-spot in the middle of the street.

"Hurt yourself?" asked a bystander.

"Reckon I'll live," bellowed the cowboy, dusting himself off, "but I'd sure like to get my hands on the cussed varmint who moved my horse."

Big Shot Performer

Circus manager, pleading with his show's human cannonball: "You can't quit now. Where would I find another man of your caliber?"

●

Protection Clause

A father saw his son sitting atop another boy in the front yard. "Why are you pinning Billie down like that?", he asked.

"Because he hit me in the eye," his son replied.

"How many times have I told you to count to 100 before losing your temper?"

"That's what I'm doing now," replied the boy, "but I'm sitting on him so he'll be here when I get to a 100."

●

Very Late Guest

"Where did he pick up that black eye?"

"He was best man and kissed the bride after a wedding."

"What's wrong with that?"

"It was a year after the wedding."

●

Fast Demotion

After the first week away from home on a new job, the husband wired his wife: "Made foreman—feather in my cap."

After the second week, he sent a second wire; "Made manager—another feather in my cap."

After the third week he wired: "Fired—send money."

Answered his wife: "Use feathers. Fly home."

●

Overheard

"We're giving you a raise, Smithers. We want your last week here to be a happy one."

●

Safety Note

Our town is so full of those little foreign cars that before you cross the street you have to look left, right and down.

●

Different Set

"Is your wife a club woman?" asked a friend.

"No," was the reply. "She's strictly a dish thrower."



VOL. XV *(From the February, 1918 issue of the TEAMSTER)* Number 2

Twelve "Greens" a Year

SO you think the union is no good, eh; that the payment of your "bone" each month gets you nothing but a little red-inked stamp with the John Hancock of the carmine-haired collector of the "mazuma" inscribed thereon, as well as the date of your reluctant surrender of the long green; that you don't know what you get out of the game nohow, and you have concluded to quit. And as companion to that decision, you add that the union ain't no good now and never has been. If I didn't know you as possessing vulgar good health, I'd conclude that your liver was out of whack, or that you had been crossed in love or forced to eat cold buckwheat cakes and warm "suds" for an early morning breakfast. Perhaps your better half put her cold feet in the small of your back, and you are forninst the world and things generally. But wait a minute, I've just begun, and shall, in two jerks of a bleeter's tail, cut something from under you or know the reason why. When you accepted my invitation to become a member of our little local union you were working for the little one-eyed guy over near the rolling mill; you were getting, as you will recall, just twelve little green boys a week of seven days, and putting in never less than twelve and oftener fourteen hours per day. When I succeeded in separating you from a five-spot and got your scrawl on a bit of paper, which was the initial step toward the door of our union meeting room, a nickel movie and a seat in the bleachers southeast of third base was the closest you ever got to being able to sing "this is the life" and mean it. When you straddled and rode the goat and thus became entitled to have a lot of real good scouts address you as brother, your wardrobe was a bit shy of being mistaken for that of a millionaire's son, and you had about as many friends as Hindenburg has in France, or the Kaiser has among the Sons of St. George.

You had invested in the union five simoleons, and had paid 125 cents to the little auburn-haired boy who collects the kale for your first month's dues and the two-bit piece for the loan of the working button. You had attended two sessions of the union when Tom, the business agent, called you to one side and told you that he was going to have a talk with the one-eyed guy—your boss—and inform him that the wage scale of the union was two more green boys per week than he was paying you. I was watching you at the time, and while you got rather fishy about the gills, you stood for Tom's talk and said, "Go to it." And Tom did, with the result that, before you had been in the union a month, your investment of six and a half—observe that I'm giving you credit for that two-bit treat the night you went over the bumps on our nanny (let me repeat, before you had got accustomed to being hailed as brother by the members)—your little bundle of "twelve greens" a week increased to fourteen per week; and by the way of giving credit, your boss—the one-eyed guy—didn't lick his wife after paying you, either. Now, Buddy, just take a peek at that book of yours and see if it's running along with the following memorandum. Initiated into Local 999 August 2, 1912. See Buddy, your old pal has the goods, eh? Now, just trail along and let me recite the remainder of the story. In January, 1913, our little local appointed a committee to meet with the bosses, and after some rag chewing came back to the union with an agreement which called for sixty-six hours a week and a $15 wage scale. That agreement ment went into effect the 1st of February, didn't it? All right, so far so good. When February, 1914, rolled around, our committee compromised with the bosses and accepted a $17 per week scale instead of a day off each week. Later on they voluntarily gave us one day a week off, for they said we deserved it for the cracking good fight we put up. Since the first of the year we have been getting eighteen green boys and a six-day week. Now, then, here is where you capitulate after perusing the following:

Expense Sheet:

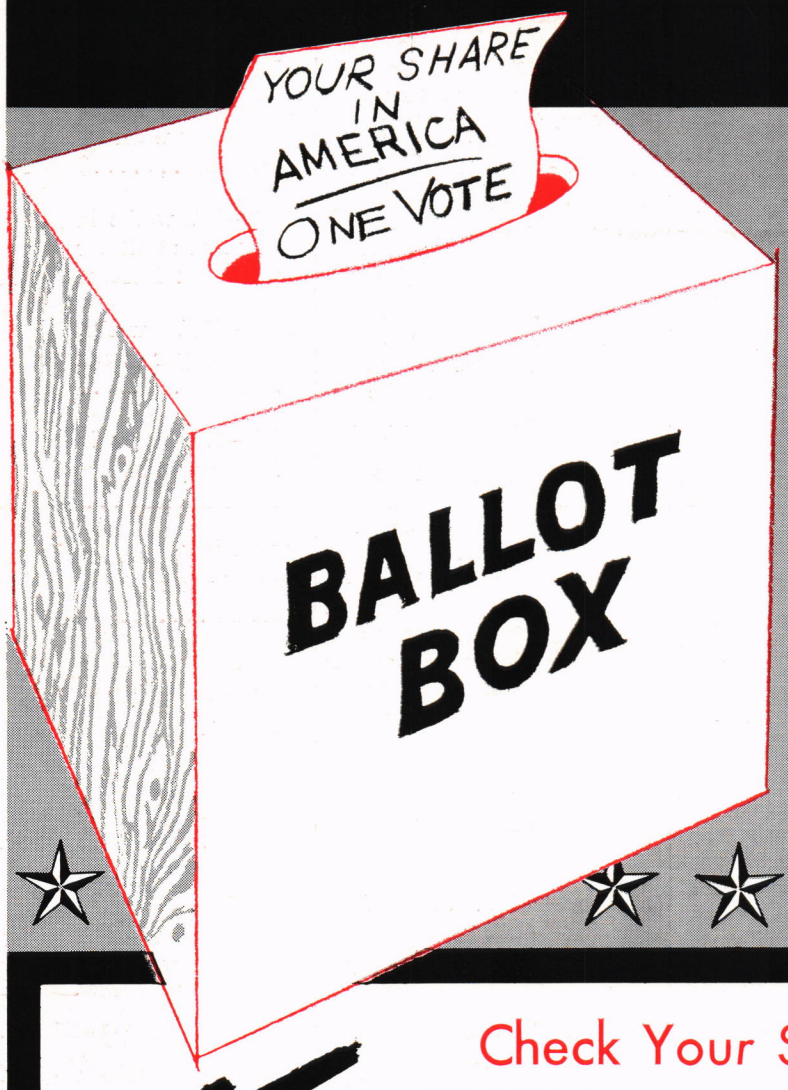
Initiation fee$	5.00
For loan of working button	.25
Dues for September, October, November and December, 1912	4.00
Dues for the year 1913	12.00
Dues for the year 1914	12.00
Dues for the year 1915	12.00
Dues for the year 1916	12.00
Dues for January, February, March, April, May and June, 1917	6.00
$	63.25

Income Sheet:

1912—17½ weeks, at $2 per week increase$	35.00
1913—4½ weeks in January, at $2 per per week increase	9.00
1913—47½ weeks, at $3 per week increase	142.50
1914—4½ weeks in January, at $3 per week increase ...	13.50
1914—47½ weeks, at $5 per week increase	237.50
1915—52 weeks, at $5 per week increase	260.00
1916—52 weeks, at $5 per week increase	260.00
1917—26 weeks, at $6 per week increase	156.00
	$1,113.50

Now, Buddy, I've had my little say. Perhaps it's a good thing you belched your discontent to me and not upon some guy that was quick at saying mean and cutting things. You just run along to that union barber shop down the street, get a close haircut, and when the weight is off your think-tank, think for one whole minute—sixty consecutive seconds—and maybe you will get a different slant on the union and your investment of twelve greens a year.—Mixer and Server.

DON'T LET OTHERS DETERMINE YOUR STAKE IN AMERICA



Get Registered to VOTE

- Check Your State's Voter Registration Laws
- Become a Qualified Voter
- Be Ready in November to Protect Your Freedom